

McCarthy, Kevin

From: Cox, Timothy L. <Timothy.Cox@AlleghenyCounty.US>
Sent: Wednesday, December 20, 2017 1:12 PM
To: Buzzard, Gina;Baechle, Andrew;Biondo, Dennis R;Brown, Matthew;Byrd-Smith, Ruth;Cherna, Marc;Hacker, Karen;Harper, Orlando L;Hill, Earl F;Howsie, Elliot C.;Hurley, Robert D.;McDonough, Coleman;McGeever, Michael J;Nolfi, Douglas A.;Shanley, Stephen;Szefi, Andrew F.;Tyskiewicz, Jerry;Williams, Karl E.;Zaspel, Laura;Kelly, Linda;Mullen, William P. Sheriff;Zappala, Stephen;Wagner, Chelsa;Weinstein, John
Cc: Berberkic, Edisa;Humenik, Michael;Lentz, Adam R;Moore, Dan;Rambo, Elliot J.;Roukous, Mark M.;Soroka, Mary C.;Allen, Ellen;Baker, Viola;Bankes, Brook A.;Beachley, Teresa;Bolton, Carlton R.;Brandon, Geoffrey A;Budny, Jill;Burdelsky, Michael;Caponi, Alan;Clair, Joanne M.;Cuttler, Jeffrey;Dagger, Sharon;Cafaro, David;Deluca, Lauren J.;Dietz, Sonya;Dillon, Michael J.;DiNardo, Nancy;Ditzenberger, Jason B.;Divecchio, Marianne;Duch, John;Edmonds, Lisa L.;Evrard, David;Foerster, Joanne;Gavlik, Joseph W.;Gordon, Richard M.;Graham, William E.;Griffin, Lynn;Hill, Amy;Huston, Robert;Javorsky, Melissa;Jenkins, Turahn;Jevsevar, Judith;Joyce, Kim;Horner, Keith J.;Kisner, Karen D.;Kunka, Scott;Kwisnek, Kristy L.;Lane, Carlrose;Leech, Ron P.;Levi, Susan;Liptak, Jennifer M;Long, Monica;Malone, Michael;Marsh, James A.;Maxwell, Gary;Mcgrath, Tom;McGregor, Ed;McKain, William D.;McNally, Joan;Millner, Mike;Molnar, Patricia;Morgan, Diane;Morgan, Sarah;Parees, Barbara M.;Pastor, Lynda M.;Perez, Stacie;Pilarski, Stephen E.;Polinak, David;Popescu, Constanta;Poulos, Micheie;Reese-McGhee, Lillian;Reith, Robert J;Rhoads, Karly;Rodgers, Janice;Shankle, Ronald;Sugar, Ronald;Levi, Susan;Swedish, Melissa;Szymanski, Walter W.;Thomas, Cathy;Tinkey, Mandy L.;Virgin, Rachel RV;Warden, Susanne;Weigold, Sue;Weise, Amy B.;Yanchak, Cynthia;Virgin, Rachel RV;Hawkins, Princess;Hay, Matthew;Siford, David J.;Vieira, Antoinette;McGill, Karla
Subject: PowerPlan Maintenance Scheduled

Good Afternoon,

Please make sure you log out of PowerPlan by 5:00 pm tonight. System maintenance is scheduled and that requires all users to be out of the system.

If you have any questions, please let me know.

Thanks,
Tim

Timothy L. Cox
Budget Analyst
Department of Budget and Finance
436 Grant Street, Room 225
Pittsburgh, PA 15219
(412) 350-3326

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From: HR Daily Advisor <HRDailyAdvisor@e.nl.blr-news.com>
Sent: Wednesday, December 20, 2017 2:05 PM
To: Zappala, Stephen
Subject: What's your compensation strategy for 2018?



Comp 101: A Beginner's Guide to Compensation Management



By now, it's well-accepted that a comprehensive, up-to-date compensation plan is a must for successful business.

Unfortunately, putting together a strong compensation plan is no easy task. It requires in-depth thought, cross-team collaboration and real effort. Not to worry; this ebook is here to help.

Topics covered include:

- Deciding on your compensation philosophy and strategy
- Selecting market data sources
- Setting pay guidelines or ranges
- Creating comp policies and processes
- Implementing your plan and keeping it updated

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McCarthy, Kevin

From: PM, OBS DA Letters <RA-OBSDALetter@pa.gov>
Sent: Wednesday, December 20, 2017 2:33 PM
To: Delaney, Laura;Gettings, Lynn;Zappala, Stephen
Subject: RE: Inmate Name: MARK KILLIAN - Parole #: 9312K - Inmate #: MS5647
Attachments: gegl3ka2jdl.pdf

Please see the attached documentation for the indictment numbers for which input is requested.



RE: Inmate Name: MARK KILLIAN
Parole #: 9312K
Inmate #: MS5647

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Please check the appropriate response.

From: _____
District Attorney

Date: _____

**IF YOU ARE NOT THE PROSECUTING ATTORNEY,
PLEASE FORWARD TO THE APPROPRIATE PERSON.**

I have reviewed your letter requesting my recommendation for the parole of the above-named inmate. Please be advised that I (was____) (was not____) the district attorney in this case. Please note the following:

___ I recommend that the defendant be released upon the expiration of the minimum sentence.

___ I recommend that the defendant be released upon the expiration of the minimum sentence, provided that the inmate: has successfully completed the prescribed program plan; and, has demonstrated satisfactory adjustment while incarcerated, as evidenced by a favorable recommendation of the Pennsylvania Department of Corrections.

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___ I recommend that the defendant be refused parole at this time. (Comments may be added below or attach separate letter.)

___ I recommend that the defendant be refused parole and that he remain incarcerated until the expiration of the maximum sentence. (Comments may be added below or attach separate letter.)

Please enter comments below and type signature to indicate who completed.

Comments:

District Attorney's Signature

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pennsylvania
BOARD OF PROBATION AND PAROLE

12/20/2017

HONORABLE STEPHEN A. ZAPPALA, ESQ
DISTRICT ATTORNEY
303 ALLEGHENY COUNTY COURTHOUSE
436 GRANT STREET
PITTSBURGH, PA 15219-2489

**IF YOU ARE NOT THE PROSECUTING
ATTORNEY, PLEASE FORWARD TO
THE APPROPRIATE PERSON.**

RE: Inmate Name: KILLIAN MARK
Parole Number: 9312K
Institution Number: MS5647
Bill & Term: See Attachment

Dear District Attorney:

The Pennsylvania Board of Probation and Parole, in accordance with the Prisons and Parole Code, 61 Pa.C.S. §§ 6131, 6132, 6137 (g), 6139 (c), has scheduled the above-named inmate for parole consideration. Review of the case, including an interview, is scheduled for FEBRUARY 2018. It is the practice of the Board to interview an inmate four months prior to the expiration of the minimum sentence in order to facilitate the timely completion of the decision-making and release processes. **Please be advised, that the inmate will not be released from confinement prior to the expiration of the minimum sentence if approved for parole.** Your recommendations regarding the inmate's possible release on parole will be taken into consideration by the Board. **To insure that your recommendations are provided during the Board's decision-making process, please submit the enclosed Memorandum form or other written comments by JANUARY 22, 2018 . If not received by that date, the Board shall presume that there are no objections to the inmate's release on parole.**

The Crime Victims Act, 18 P.S. §§ 11.101 et seq., includes the right of crime victims to submit prior comment on certain release decisions made by the Board of Probation and Parole. Any crime victim wishing to exercise his/her right under this law should contact the Pennsylvania Office of the Victim Advocate at 1-800-563-6399 (Board of Probation and Parole).

If you have further questions, please do not hesitate to contact my office.

Respectfully,

John J. Talaber, Esq.
Board Secretary

CLH

Pennsylvania Board of Probation and Parole | Office of Board Secretary
1101 South Front Street – Suite 5300 | Harrisburg, PA 17104-2519
Phone: 717.787.5684 | Fax: 717.772.4375 | www.pbpp.state.pa.us

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MEMORANDUM

Please check the appropriate response.

*To: Office of the Board Secretary
1101 South Front Street, Suite 5300
Harrisburg, PA 17104-2519*

**IF YOU ARE NOT THE PROSECUTING
ATTORNEY, PLEASE FORWARD TO
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*From: _____
County District Attorney's Office*

Date: _____

RE: Inmate Name: KILLIAN MARK
Parole Number: 9312K
Institution Number: MS5647
Bill & Term: CP 2016-0005684CT3

I have reviewed your letter requesting my recommendation for the parole of the above-named inmate. Please be advised that I (was___) (was not___) the district attorney in this case. Please note the following:

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District Attorney's Signature



pennsylvania
BOARD OF PROBATION AND PAROLE

ATTACHMENT

Inmate Name: KILLIAN MARK
Parole Number: 9312K
Institution Number: MS5647

Indictment#	Offense	Sentence		Sentence Type
		Min (YY MM DD)	Max (YY MM DD)	
CP 07-0000548CT2	SIMP ASLT	-01 00 00	-02 00 00	CC
CP 16-0005684CT3	IND ASLT - JUVENILE	-02 00 00	-04 00 00	CC

McCarthy, Kevin

From: PM, OBS DA Letters <RA-OBSDALetter@pa.gov>
Sent: Wednesday, December 20, 2017 2:33 PM
To: Delaney, Laura;Gettings, Lynn;Zappala, Stephen
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pennsylvania
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MEMORANDUM

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pennsylvania
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McCarthy, Kevin

From: Buzzard, Gina <Gina.Buzzard@AlleghenyCounty.US>
Sent: Wednesday, December 20, 2017 2:58 PM
To: Baechle, Andrew;Biondo, Dennis R;Brown, Matthew;Byrd-Smith, Ruth;Cherna, Marc;Gordon, Richard M.;Hacker, Karen;Harper, Orlando L.;Howsie, Elliot C.;Hurley, Robert D.;McDonough, Coleman;McGeever, Michael J;Reardon, James;Shanley, Stephen;Soroka, Mary C.;Szefi, Andrew F.;Tyskiewicz, Jerry;Williams, Karl E.;Zaspei, Laura;Edmonds, Lisa L;Exler, Jack;Frazier, Rebecca A;Graham, William E.;Homer, Max;Hopson, Clarence;Janocsko, George;Jenkins, Turahn;Reese-McGhee, Lillian;Thomas, Gary J;Wiles, Damian K.;Zetwo, David;Kelly, Linda;Mullen, William P. Sheriff;Zappala, Stephen;Wagner, Chelsa;Weinstein, John
Cc: Liptak, Jennifer M;McKain, William D.;# Budget & Finance;Allen, Ellen;Bankes, Brook A.;Barker, Jared;Beachley, Teresa;Bitner, Kristen;Brandon, Geoffrey A;Burdelsky, Michael;Cafaro, David;Caponi, Alan;Carlino, Russell;Clair, Joanne M.;Cox, Timothy L.;Cuttler, Jeffrey;Dagger, Sharon;Deluca, Lauren J.;Dietz, Sonya;Dillon, Michael J.;DiNardo, Nancy;Ditzenberger, Jason B.;Divecchio, Marianne;Duch, John;Evancho, Dan;Evrard, David;Foerster, Joanne;Gavlik, Joseph W.;Hill, Amy;Hilson, Jill;Huston, Robert;Javorsky, Melissa;Jevsevar, Judith;Joyce, Kim;Horner, Keith J.;Kisner, Karen D.;Kwisnek, Kristy L.;Lane, Carlrose;Lentz, Adam R;Lentz, Robert;Levi, Susan;Malone, Michael;Marsh, James A.;Maxwell, Gary;McGill, Karla;Mcgrath, Tom;McGregor, Ed;McNally, Joan;Millner, Mike;Molnar, Patricia;Morgan, Sarah;O'Malley, Eileen L.;Parees, Barbara M.;Pastor, Lynda M.;Pellegrini, Heather;Perez, Stacie;Pilarski, Stephen E.;Polinak, David;Popescu, Constanta;Poulos, Michele;Reith, Robert J;Rhoads, Karly;Rodgers, Janice;Roka, Sarah;Scripp, Jackie;Shaffer, Jody;Shankle, Ronald;Siford, David J.;Stoltz, Cynthia;Sugar, Ronald;Levi, Susan;Swedish, Melissa;Tinkey, Mandy L;Virgin, Rachel RV;Warden, Susanne;Weigold, Sue;Weise, Amy B.;Yanchak, Cynthia
Subject: Mileage Reimbursement for 2018

The Internal Revenue Service has announced a change in the standard mileage rate for computing the deductible costs of operating an automobile for business purposes.

Please be advised that effective January 1, 2018, the standard mileage reimbursement rate will be 54.5 cents per mile (up from 53.5 for 2017); please see below.

Thank you for your attention to this matter.

2018 Standard Mileage Rates

IR-2017-204. Dec. 14, 2017

WASHINGTON — The Internal Revenue Service today issued the 2018 optional standard mileage rates used to calculate the deductible costs of operating an automobile for business, charitable, medical or moving purposes.

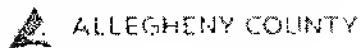
Beginning on Jan. 1, 2018, the standard mileage rates for the use of a car (also vans, pickups or panel trucks) will be:

- 54.5 cents for every mile of business travel driven, up 1 cent from the rate for 2017.

Mory C. Soroko
Director of Budget & Finance

436 Grant Street
Room 225 Courthouse
Pittsburgh, PA 15219
Phone: (412)350-7372
Fax: (412)350-3041
mary.soroka@alleghenycounty.us

"Success requires follow up."



Gina Buzzard

Department of Budget and Finance
436 Grant Street, 225 Courthouse
Pittsburgh, PA 15219
Email: Gina.Buzzard@alleghenycounty.US
Telephone: 412-350-5788
Fax: 412-350-3041

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From: Richard Long <pdad@ciclt.net>
Sent: Wednesday, December 20, 2017 3:01 PM
To: Zappala, Stephen
Subject: Case law update: Com v. \$34,440.00



Com v. \$34,440.00 U.S. Currency - Innocent owner defense not sole means to rebut nexus

Commonwealth v. \$34,440.00 U.S. Currency, ___ A.3d ___ (Pa., 12/19/17) (Monroe)

In a 5-2 decision, PA Supreme Court held in a forfeiture case that the innocent owner defense does not provide the sole basis to rebut the presumption of 42 Pa. C.S. § 6801(a)(6)(ii) (REPEALED) that money found in close proximity to controlled substances is presumed to be the proceeds from the sale of a controlled substance. The currency at issue was recovered by PSP during a consent search from a concealed location in the passenger compartment of a vehicle during a vehicle stop. Ecstasy pills in the cigarette outlet and a small amount of marijuana near the rear door were also found. The vehicle was owned by the driver's sister. Driver and the three passengers denied knowledge of the cash. Driver admitted ownership of the ecstasy and marijuana for personal use. Driver was charged with simple possession (ecstasy), possession of a small amount of marijuana and possession of drug paraphernalia. Driver pled guilty to possession of marijuana (unclear if plea was for simple possession or possession of small amount).

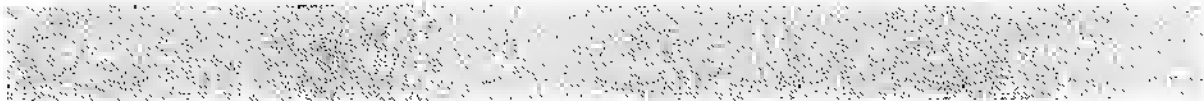
Commonwealth petitioned to forfeit the cash via § 6801(a)(6)(i) of the Forfeiture Act (proceeds from an exchange of controlled substances). Appellant Falette (stood in the place of the cash), who was not present in the vehicle, claimed lawful ownership of the cash. The trial court found for the Commonwealth following a hearing. The court found the Commonwealth had sufficiently established a nexus between the cash and a violation of the Controlled Substances Act based upon the proximity of the cash to a controlled substance in accordance with § 6801(a)(6)(ii). The court found that Appellant failed to successfully demonstrate the innocent owner defense necessary to rebut the presumption of § 6801(a)(6)(ii).

Commonwealth Court affirmed 3-2, finding that the Commonwealth established the rebuttable presumption and Appellant failed to rebut it through the innocent owner defense. In dissent, two judges opined that the presumption could be rebutted by evidence that the cash was not the proceeds of a drug exchange, independent of the innocent owner defense.

The Supreme Court granted discretionary review to examine the presumption and how it may be rebutted. The Court concluded that the Commonwealth may establish a substantial nexus (the rebuttable presumption) for forfeiture based on the proximity of cash to controlled substances. The Court also determined that the plain language of § 6801(a)(6)(ii) confers an opportunity to rebut that the seized money was derived from drug sales, independent of proving the innocent owner defense. Trial courts may decide as to whether the presumption has been rebutted based upon the entirety of the record.

Remanded to trial court to consider whether the current record rebuts the presumption, so as to require the Commonwealth to put on additional evidence of nexus.

Justice Baer authored the majority opinion. Chief Justice Saylor, joined by Justice Mundy authored a dissenting opinion opining against the independent basis to rebut. Justice Mundy authored a dissenting opinion opining that the trial court opinion should be affirmed.

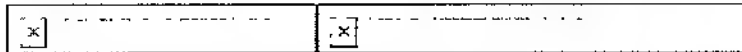
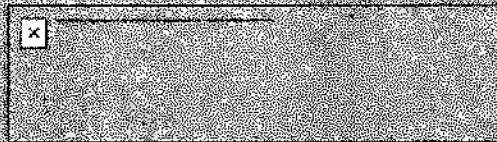


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McCarthy, Kevin

From: Brennan Center for Justice <brennancenter@nyu.edu@mail199.atl21.rsgsv.net> on behalf of Brennan Center for Justice <brennancenter@nyu.edu>
Sent: Wednesday, December 20, 2017 3:56 PM
To: Zappala, Stephen
Subject: The Latest in Criminal Justice News: Year-End Analysis - Crime and Murder Down in 2017

Preview of email content here.



The report directly undercuts any claims of a nationwide crime wave

Year-End Analysis: Crime and Murder Down in 2017

Ames Grawert and James Cullen

All measures of crime in the 30 largest American cities — the overall crime rate, violent crime rate, and murder rate — are estimated to decline in 2017 according to a year-end analysis released today by the Brennan Center.

Compiled by a team of economics and policy researchers, *Crime in 2017: Updated Analysis* is a follow-up to the Center's September report, *Crime in 2017: A Preliminary Analysis*.

"This is welcome news as 2017 comes to an end, and a clear indication that claims of rising crime are unfounded," said Ames Grawert.

Find out more in **NPR**, *The Washington Post*, *The Hill*, *VOX*, and *Washington Times*.



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Forward



NFL protests aim to draw attention to & change systemic injustices in the criminal justice system

It's Not About the Flag or the Anthem. It's About Justice.

James Cullen

Protests by NFL players have never been about disrespect, despite what President Trump might say. The athletes are using their platform on and off-the-field to contribute to a broader movement for criminal justice reform — one that many Republicans have joined.



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Forward

Congress Extends Protection on Using Federal Funds for Marijuana Crackdown

Earlier this month, members of Congress extended a measure that prevents Attorney General Jeff Sessions from using federal funds to crack down on legal state medical marijuana policies. The Rohrabacher-Blumenauer Amendment (Rohrabacher-Farr) has traditionally had support from a bipartisan group of lawmakers and criminal justice reform advocates. Reauthorizing it is the latest rebuff to President Trump's rhetoric, and goes against an explicit request Sessions made earlier this year.

Read more in **Salon**.



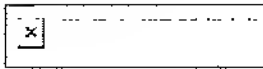
Share



Tweet



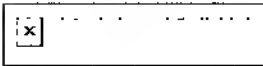
Forward



What the Doug Jones Election Means for Criminal Justice Reform

Justin George

"Doug Jones was a groundbreaking voice for prosecutorial reform to end mass incarceration," Lauren-Brooke Eisen told **The Marshall Project**. "He was one of the first prosecutors to speak out about how prosecutors can and should help reduce unnecessary incarceration."



Under Trump, the Private-Prison Boom Shows No Sign of Slowing

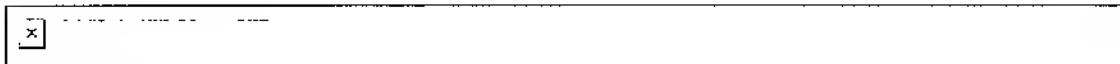
John Washington

"Though profit motives have long played a part in the politics of incarceration, only in the past four decades have private prisons started dotting the US carceral landscape," writes John Washington. He talks with Lauren-Brooke Eisen for an in-depth interview on privatized incarceration, and how to improve accountability and transparency in the industry.



Featured Tweets





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Part think tank, part advocacy group, part cutting-edge communications hub, we work to hold our political institutions and laws accountable to the twin American ideals of democracy and equal justice for all.



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McCarthy, Kevin

From: bmschn <bmschn@aol.com>
Sent: Wednesday, December 20, 2017 4:30 PM
To: Zappala, Stephen; Delaney, Laura; Fitzgerald, John; Parker, Darrel
Subject: Braken v. Allegheny County

Unfortunately, the constables have filed an appeal to the Third Circuit. I will keep you up to date.

Bernard M. Schneider
Brucker Schneider & Porter
300 Weyman Road, Suite 300
Pittsburgh, PA 15236
Telephone (412) 881-6620
Fax (412) 881-6637

McCarthy, Kevin

From: bmschn <bmschn@aol.com>
Sent: Wednesday, December 20, 2017 4:30 PM
To: Zappala, Stephen; Delaney, Laura; Fitzgerald, John; Parker, Darrel
Subject: Braken v. Allegheny County

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Sent: Wednesday, December 20, 2017 4:30 PM
To: Zappala, Stephen; Delaney, Laura; Fitzgerald, John; Parker, Darrel
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300 Weyman Road, Suite 300
Pittsburgh, PA 15236
Telephone (412) 881-6620
Fax (412) 881-6637

McCarthy, Kevin

From: PERSAD Center <businessoffice=persadcenter.org@mail176.atl101.mcdlv.net> on behalf of PERSAD Center <businessoffice@persadcenter.org>
Sent: Wednesday, December 20, 2017 4:33 PM
To: Zappala, Stephen
Subject: They Found Happiness...

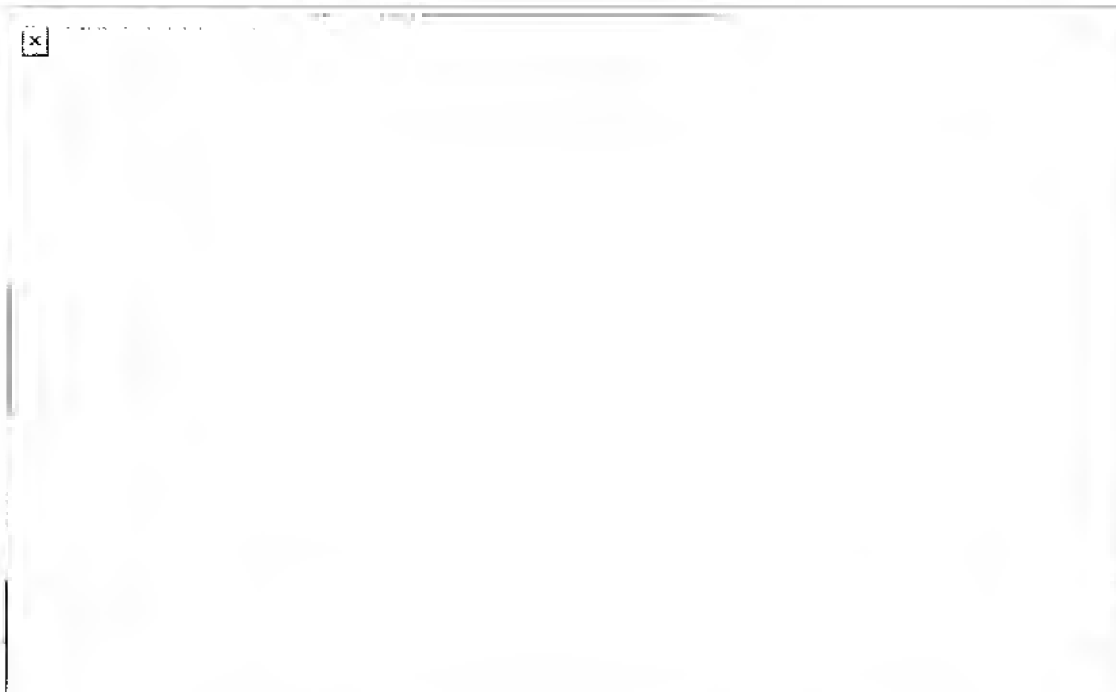
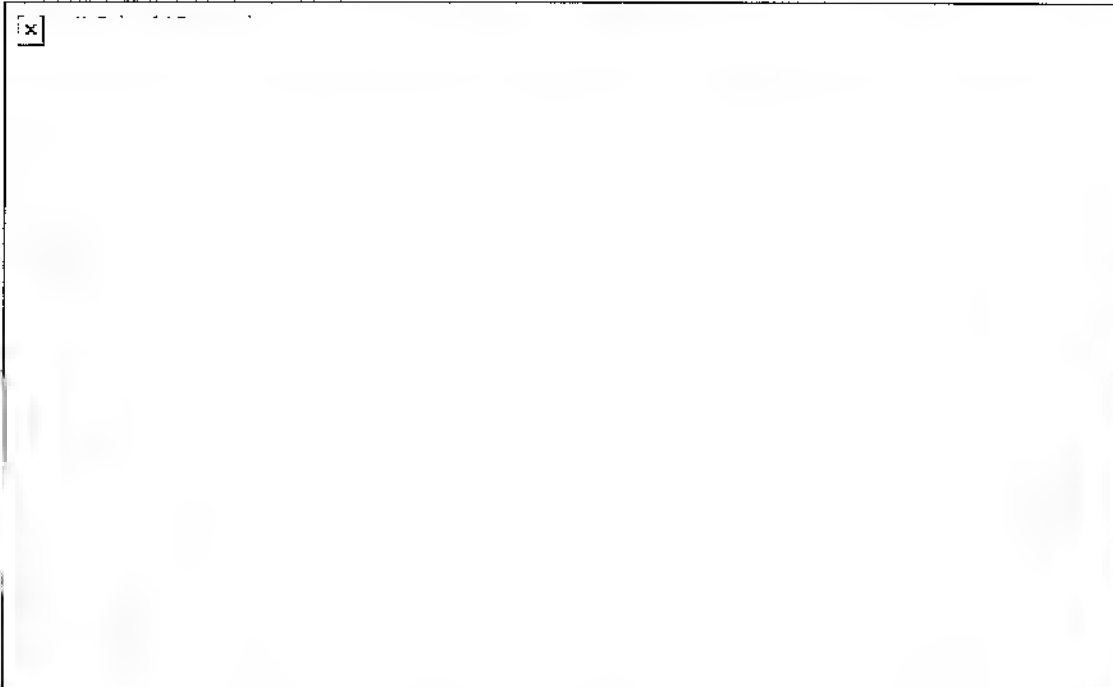
Because you helped.

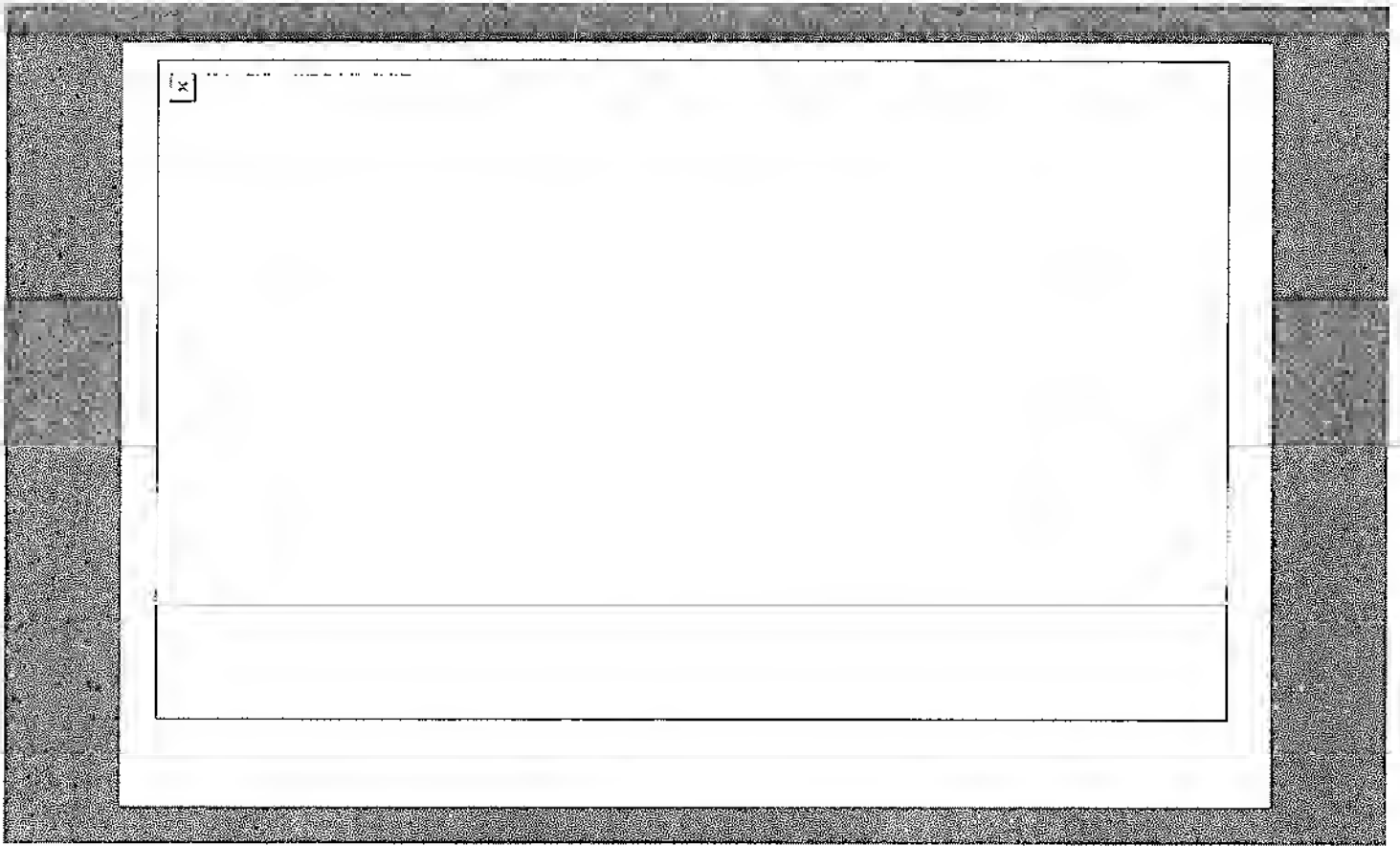
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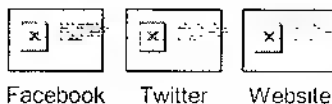
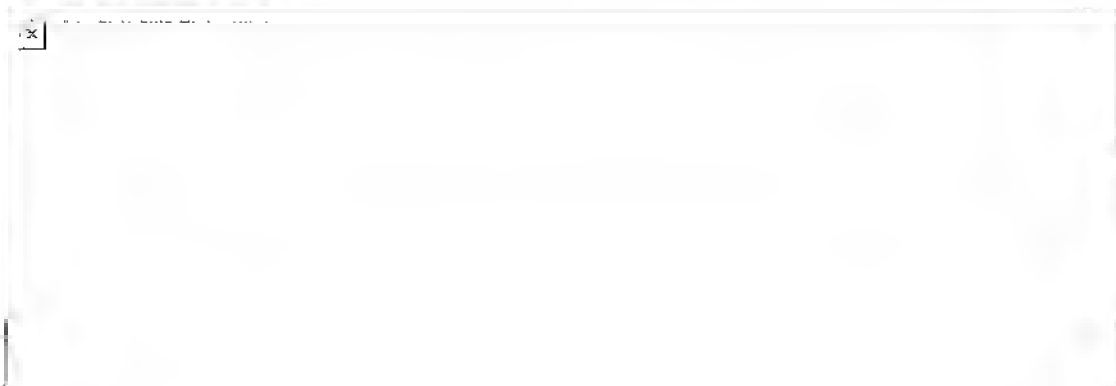
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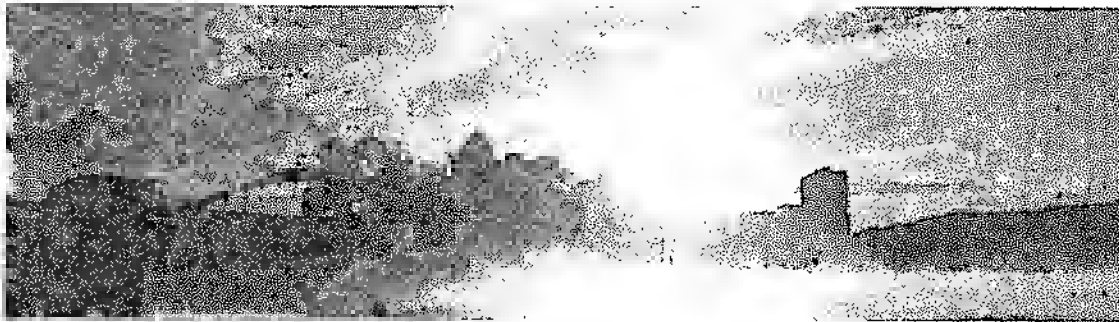
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McCarthy, Kevin

From: PGHTRIB <pghtrib@triblive.com>
Sent: Thursday, December 21, 2017 4:02 AM
To: Zappala, Stephen
Subject: Good morning Pittsburgh! Start your day with PGHTRIB.

TRIB TOTAL
MEDIA



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PGHTRIB

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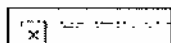
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McCarthy, Kevin

From: Richard Garland <messages-noreply@linkedin.com>
Sent: Thursday, December 21, 2017 6:07 AM
To: Zappala, Stephen
Subject: Richard sent you an invitation on LinkedIn



Richard Garland wants to add you to their network

Richard Garland

University of Pittsburgh, Public Health
Greater Pittsburgh Area · 1,652 connections

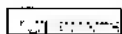
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This email was sent to SZappala@alleghenycountyda.us.



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McCarthy, Kevin

From: Maryann Bogosta <mbogosta@zoominternet.net>
Sent: Thursday, December 21, 2017 7:09 AM
To: 'hgaetano!'; 'M ASHTON'; 'Howard Ash'; 'Gina Pferdehirt'
Cc: 'Sarah McKean (E-mail)'; 'Gina Carlos (E-mail)'; 'David Swisher'; 'Beth Henry'; 'Bob Fragasso (E-mail)'; 'Brooke Anderson'; 'Charlotte Stephenson'; 'Cindy Russell (E-mail)'; 'Cris Winter'; 'Debbie Campbell'; 'Dorothy Boyer'; 'Doug Shriber'; 'Howard Loevner'; 'Jeff Dutkovic'; 'John Weinstein'; 'Leslie Lafferty'; 'Michelle Bartlett'; 'Monsour,Matthew D.'; 'Paul Gitnik'; 'Romoff,Stefania'; 'Sheri Levine-Everett'; 'Zappala, Stephen'; 'The Honorable Tom Corbett'; 'Joanne Moore'; 'Kathleen Beaver'; 'Tracey Eakin'
Subject: RE: AF Executive -- Human Resources -- Chief Programs Officer -- Retirement Announcement -- Joanne Moore...

As sad as I am to hear this, Joanne, I am thrilled for you. We so appreciate ALL you have done for Animal Friends and all of us. You are an amazing person who has touched the lives of many...2 and 4 legged! I wish you all of the best!

XO,
Mary Ann

From: hgactanol [mailto:hgaetano!@verizon.net]
Sent: Wednesday, December 20, 2017 11:09 AM
To: M ASHTON ; Howard Ash ; Gina Pferdehirt
Cc: Sarah McKean (E-mail) ; Gina Carlos (E-mail) ; David Swisher ; Beth Henry ; Bob Fragasso (E-mail) ; Brooke Anderson ; Charlotte Stephenson ; Cindy Russell (E-mail) ; Cris Winter ; Debbie Campbell ; Dorothy Boyer ; Doug Shriber ; Howard Loevner ; Jeff Dutkovic ; John Weinstein ; Leslie Lafferty ; Mary Ann Bogosta ; Michelle Bartlett ; Monsour,Matthew D. ; Paul Gitnik ; Romoff,Stefania ; Sheri Levine-Everett ; Steve Zappala (E-mail) ; The Honorable Tom Corbett ; Joanne Moore ; Kathleen Beaver ; Tracey Eakin
Subject: Re: AF Executive -- Human Resources -- Chief Programs Officer -- Retirement Announcement -- Joanne Moore...

Joanne: Please enjoy your well deserved retirement with the knowledge you have made a difference in the lives of many animals and people. That will continue at Animal Friends as your legacy of leadership. Thank you for all you have done to show us the way. Rick Applegate

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: M ASHTON <uon_m@msn.com>
Date: 12/20/17 12:36 AM (GMT-05:00)
To: Howard Ash <howardash1@gmail.com>, Gina Pferdehirt <pferdehirtgm@upmc.edu>
Cc: "Sarah McKean (E-mail)" <sarahmckean@earthlink.net>, "Gina Carlos (E-mail)" <ginamcarlos@gmail.com>, David Swisher <dswisher@thinkingoutsidethecage.org>, Beth Henry <ehenry632@msn.com>, "Bob Fragasso (E-mail)" <rfragasso@fragassoadvisors.com>, Brooke Anderson <BTAnderson@bdo.com>, Charlotte Stephenson <stephensoncs@verizon.net>, "Cindy Russell (E-mail)" <cindy.dear@aol.com>, Cris Winter <criswinterdj@aol.com>, Debbie Campbell <DEBBIEDAY@aol.com>, Dorothy Boyer <mr.sweets@comcast.net>, Doug Shriber <dshriber@marburygrp.com>, Howard Loevner

<howiclocv@aol.com>, Jeff Dutkovic <JD@americanfastener.com>, John Weinstein <JWeinstein@county.allegheny.pa.us>, Leslie Lafferty <lagclover@hotmail.com>, Mary Ann Bogosta <mbogosta@zoominternet.net>, Michelle Bartlett <michellcabartlett@gmail.com>, "Monsour,Matthew D." <MMonsour@mcguirewoods.com>, Paul Gitnik <pgitnik@gitnik.com>, Rick Applegate <hgactanol@verizon.net>, "Romoff,Stefania" <stefaniaromoff@gmail.com>, Sheri Levine-Everett <sheribluesky@gmail.com>, "Steve Zappala (E-mail)" <stephen.zappala@da.allegheny.pa.us>, The Honorable Tom Corbett <tomcorbett46@gmail.com>, Joanne Moore <jmoore@thinkingoutsidethecage.org>, Kathleen Beaver <kbcaver@thinkingoutsidethecage.org>, Tracey Eakin <tcakin@thinkingoutsidethecage.org>
Subject: Re: AF Executive -- Human Resources -- Chief Programs Officer -- Retirement Announcement -- Joanne Moore...

Joanne, you are a legend in your own time and will always be a legend with Animal Friends. You and I go back to the time you started your association with Animal Friends. It seems like just yesterday but when I look at your amazing accomplishments and leadership for the organization, I can only realize this took a big part of your life to accomplish. You will be missed tremendously. Your style of articulating a message before the many supporters, etc., and the enthusiasm you were always able to bring to the audience, cannot be duplicated. Legends are one of a kind. Enjoy your life ahead and remember, the Greenbrier Resort awaits your presence. Thank you. Marleen

From: Howard Ash <howardash1@gmail.com>

Sent: Tuesday, December 19, 2017 1:58 PM

To: Gina Pferdehirt

Cc: Sarah McKean (E-mail); Gina Carlos (E-mail); David Swisher; Beth Henry; Bob Fragasso (E-mail); Brooke Anderson; Charlotte Stephenson; Cindy Russell (E-mail); Cris Winter; Debbie Campbell; Dorothy Boyer; Doug Shriber; Howard Loevner; Jeff Dutkovic; John Weinstein; Leslie Lafferty; Marleen Ashton (E-mail); Mary Ann Bogosta; Michelle Bartlett; Monsour,Matthew D.; Paul Gitnik; Rick Applegate; Romoff,Stefania; Sheri Levine-Everett; Steve Zappala (E-mail); The Honorable Tom Corbett; Joanne Moore; Kathleen Beaver; Tracey Eakin

Subject: RE: AF Executive -- Human Resources -- Chief Programs Officer -- Retirement Announcement -- Joanne Moore...

Joanne has done so much for Animal Friends and the animals. Animal Friends has been so fortunate to have her leadership for so long. I wish her the best in everything she does..

Howard Ash

On Dec 19, 2017 10:10 AM, "Pferdehirt, Gina M" <pferdehirtgm@upmc.edu> wrote:

I will have to third the comments. As I have said publicly, while I have been an Animal Friends supporter on the heels of my mother, it was Joanne that helped to get me engaged. She's a gem!

From: Sarah McKean [mailto:sarahmckean@earthlink.net]

Sent: Tuesday, December 19, 2017 1:05 PM

To: Gina Carlos <ginamcarlos@gmail.com>; David Swisher <dswisher@thinkingoutsidethecage.org>

Cc: Beth Henry <ehenry632@msn.com>; Bob Fragasso (E-mail) <rfragasso@fragassoadvisors.com>; Brooke Anderson <BTAnderson@bdo.com>; Charlotte Stephenson <stephensoncs@verizon.net>; Cindy Russell (E-mail) <cindy.dear@aol.com>; Cris Winter <criswinterdj@aol.com>; Debbie Campbell

<DEBBIEDAY@aol.com>; Dorothy Boyer <mr.swects@comcast.net>; Doug Shriber <dshriber@marburygrp.com>; Pferdehirt, Gina M <pferdehirtgm@upmc.edu>; Howard Ash <howardash1@gmail.com>; Howard Loevner <howieloev@aol.com>; Jeff Dutkovic <JD@americanfastener.com>; John Weinstein <JWeinstein@county.alleghecnypa.us>; Leslie Lafferty <lagclover@hotmail.com>; Marleen Ashton (E-mail) <aon_m@msn.com>; Mary Ann Bogosta <mbogosta@zoominternet.net>; Michelle Bartlett <michelleabartlett@gmail.com>; Monsour, Matthew D. <MMonsour@mcguirewoods.com>; Paul Gitnik <pgitnik@gitnik.com>; Rick Applegate <hgactanol@verizon.net>; Romoff, Stefania <stefaniaromoff@gmail.com>; Sarah McKean (E-mail) <sarahmckean@earthlink.net>; Sheri Levine-Everett <sheribluesky@gmail.com>; Steve Zappala (E-mail) <stephen.zappala@da.alleghecnypa.us>; The Honorable Tom Corbett <tomcorbett46@gmail.com>; Joanne Moore <jmoore@thinkingoutsidethecage.org>; Kathleen Beaver <kbcaver@thinkingoutsidethecage.org>; Tracey Eakin <leakin@thinkingoutsidethecage.org>
Subject: Re: AF Executive -- Human Resources -- Chief Programs Officer -- Retirement Announcement -- Joanne Moore...

I second Gina's sentiments and would like to add that Joanne provided incredible leadership for Black Tie and Tails. She will be difficult to replace.

-----Original Message-----

From: Gina Carlos

Sent: Dec 19, 2017 12:54 PM

To: David Swisher

Cc: Beth Henry, "Bob Fragasso (E-mail)", Brooke Anderson, Charlotte Stephenson, "Cindy Russell (E-mail)", Cris Winter, Debbie Campbell, Dorothy Boyer, Doug Shriber, Gina Pferdehirt, Howard Ash, Howard Loevner, Jeff Dutkovic, John Weinstein, Leslie Lafferty, "Marleen Ashton (E-mail)", Mary Ann Bogosta, Michelle Bartlett, "Monsour, Matthew D.", Paul Gitnik, Rick Applegate, "Romoff, Stefania", "Sarah McKean (E-mail)", Sheri Levine-Everett, "Steve Zappala (E-mail)", The Honorable Tom Corbett, Joanne Moore, Kathleen Beaver, Tracey Eakin

Subject: Re: AF Executive -- Human Resources -- Chief Programs Officer -- Retirement Announcement -- Joanne Moore...

David,

Thank you for sharing this news about Joanne Moore. We can all agree that Joanne's contributions to Animal Friends over the past twenty years have been many and it will be difficult to imagine the Outreach and Therapeutic Services Department without her leadership and guidance. Joanne's passion for improving the lives of animals and humans in our community will be sorely missed. I wish Joanne a very happy and long retirement.

Gina

On Tue, Dec 19, 2017 at 11:02 AM, David Swisher <dswisher@thinkingoutsidethecage.org> wrote:

All,

It is with heartfelt sadness that I announce the upcoming retirement of long-time Animal Friends employee and Chief Programs Officer, Joanne Moore. After much thought and consideration, Joanne offered her formal retirement letter to me two weeks ago with an effective date of January 26, 2018.

As you know, Joanne has faithfully served Animal Friends for over 20 years in many different capacities from Volunteer Coordinator, to Director of Outreach & Therapeutic Programming, and to her current role as Chief Programs Officer.

During that time, Joanne has assisted in creating the vision and mission of the organization as we know it today -- from a small *animal-focused* shelter in the Strip District, to a premier companion animal resource campus -- focusing on programming to support both *people and pets* throughout Southwestern PA.

Personally, I can say without hesitation, Joanne has epitomized all that is good about Animal Friends...she is caring, compassionate, professional and visionary. And as one of my closest confidants and peers, she will be sadly missed.

As with Eula's recent retirement, I have offered Joanne a few options on how Animal Friends would like to celebrate her upcoming retirement. Joanne is giving each option some thought and once confirmed, I will let you know our plans.

In the meantime -- while we plan to tell the staff later this week about Joanne's retirement -- please feel free to contact Joanne directly at 412-847-7030 or via email at JMoore@thinkingoutsidethecage.org to share your appreciation and well wishes.

Lastly, based on Joanne's retirement news, I've been reviewing the current organizational structure for Operations and will announce a new structure in early 2018.

All the best.

David

David J. Swisher

President & Chief Executive Officer

Animal Friends, Inc.

562 Camp Horne Road

Pittsburgh, PA 15237

(412)-847-7010

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From: HR Daily Advisor <HRDailyAdvisor@e.nl.blr-news.com>
Sent: Thursday, December 21, 2017 8:10 AM
To: Zappala, Stephen
Subject: What is your data strategy for 2018?

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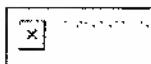


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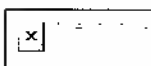
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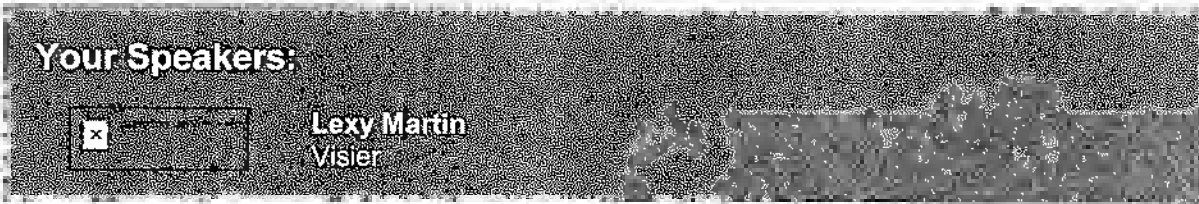


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McCarthy, Kevin

From: Richard Long <rlong@pdaa.org>
Sent: Thursday, December 21, 2017 10:17 AM
To: Adams, John;David Arnold;Ed Marsico;Zappala, Stephen;Craig Stedman;Mpiecuch;Raymond Tonkin;Goldinger, Richard;Kelly Callihan;Hogan, Thomas P.;Eugene Vittone;Eric R. Linhardt;Stefanie Salavantis;D. Peter Johnson (E-mail);Patrick Dougherty;Steele, Kevin;Lisa Lazzari-Strasiser;Brian Sinnett
Cc: Greg Rowe;Lauren Brobson;Francis J. Schultz (E-mail)
Subject: Sad news re Susquehanna County DA Bob Klein
Importance: High

EC and Board members,

Very sad news. Judge Andy Jarbola just told me that DA Bob Klein only has weeks or days to live. He is leaving the hospital to return home to hospice care. I will let you know when I get more information.

Rich

Richard W. Long, Esq.
Executive Director
Pennsylvania District Attorneys Association
2929 North Front Street
Harrisburg, PA 17110
(717)238-5416

McCarthy, Kevin

From: Mpiecuch <mpiecuch@snydercounty.org>
Sent: Thursday, December 21, 2017 10:40 AM
To: Richard Long
Cc: Adams, John;David Arnold;Ed Marsico;Zappala, Stephen;Craig Stedman;Raymond Tonkin;Goldinger, Richard;Kelly Callihan;Hogan, Thomas P.;Eugene Vittone;Eric R. Linhardt;Stefanie Salavantis;D. Peter Johnson (E-mail);Patrick Dougherty;Steele, Kevin;Lisa Lazzari-Strasiser;Brian Sinnett;Greg Rowe;Lauren Brobson;Francis J. Schultz (E-mail)
Subject: Re: Sad news re Susquehanna County DA Bob Klein

Awful news Rich but thanks for sharing.

- Mike

On Dec 21, 2017, at 10:17 AM, Richard Long <rlong@pdaa.org> wrote:

EC and Board members,
Very sad news. Judge Andy Jarbola just told me that DA Bob Klein only has weeks or days to live. He is leaving the hospital to return home to hospice care. I will let you know when I get more information.
Rich
Richard W. Long, Esq.
Executive Director
Pennsylvania District Attorneys Association
2929 North Front Street
Harrisburg, PA 17110
(717)238-5416

McCarthy, Kevin

From: CLECenter.com <CLECenter@email.alm.com>
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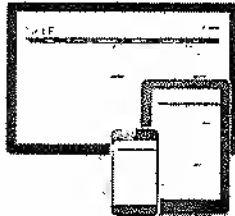
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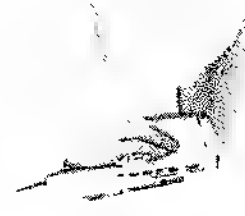
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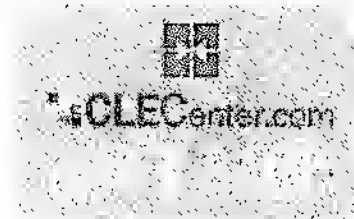
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From: CLE Director, Rossdale CLE <Notifications@TheRossdaleGroup.com>
Sent: Thursday, December 21, 2017 11:22 AM
To: Zappala, Stephen
Subject: Mastering Drone & Unmanned Aircraft Systems Regulation CLE - Last Chance for \$40 Discount

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Key Agenda Points [View Complete Agenda](#)

- Growing Your Unmanned Aircraft Systems Law Practice
- Federal Aviation Administration's Latest Changes affecting Drone Regulations

- Successfully Handling Enforcement Actions
- Effectively Understanding Commercial Drone Laws
- Use of Unmanned Aircraft Systems for Surveillance
- Legal Issues relating to Privacy & Security
- Best Practices on Air Rights Property Law
- Cutting-Edge State Laws on Drones
- Compliance & Avoidance Strategies
- Advising Clients on use of Unmanned Aircraft Systems
- Interactive Question & Answer Session

Faculty Detailed Faculty Information

- **John P. Fry**, Partner at Morris, Manning, & Martin LLP
- **Robert Ellis**, Partner at Hennis Rothstein Ellis LLP

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pennsylvania
BOARD OF PROBATION AND PAROLE

December 21, 2017

HONORABLE STEPHEN A. ZAPPALA, ESQ
DISTRICT ATTORNEY
303 ALLEGHENY COUNTY COURTHOUSE
436 GRANT STREET
PITTSBURGH, PA 15219-2489

**IF YOU ARE NOT THE PROSECUTING
ATTORNEY, PLEASE FORWARD TO
THE APPROPRIATE PERSON.**

RE: Inmate Name:	NEFF DAVID MICHAEL	
Parole Number:	353IR	___ RRRI Minimum
Institution Number:	NE1077	
Bill & Term:	See Attachment	___ Standard Minimum

Dear District Attorney:

The Pennsylvania Board of Probation and Parole, in accordance with the Prisons and Parole Code, 61 Pa.C.S. §§ 6131, 6132, 6137 (g), 6139 (c), has scheduled the above-named inmate for parole consideration. The Recidivism Risk Reduction Incentive (RRRI), amending 42 P.S. § 9756; see also 61 Pa.C.S. §§ 4501-4512, establishes a RRRI minimum sentence as specified by the sentencing Court for inmates who: (1) are generally drug and/or alcohol dependant; (2) have not committed personal injury, sex, or firearms related (past or present) crimes; and (3) do not have a history of present or past violent behavior.

Review of the case, including an interview, is scheduled for FEBRUARY 2018. It is the practice of the Board to interview an inmate four months prior to the expiration of the RRRI minimum sentence or standard minimum sentence as indicated above, in order to facilitate the timely completion of the decision-making and release processes. **Please be advised, that the inmate will not be released from confinement prior to the expiration of the RRRI minimum sentence or standard minimum sentence, as applicable, if approved for parole.** Your recommendation regarding the inmate's possible release on parole is taken into consideration by the Board. Please submit any recommendations to this office by JANUARY 22, 2018 pursuant to 461 Pa.C.S. §§ 4506(a)(8), 6137 (g). We have enclosed a Memorandum form for your convenience if you wish to use it in lieu of other written comments.

The Crime Victims Act, 18 P.S. §§ 11.101 et seq., includes the right of crime victims to submit prior comment on certain release decisions made by the Board of Probation and Parole. Any crime victim wishing to exercise his/her right under this law should contact the Pennsylvania Office of the Victim Advocate at 1-800-563-6399 (Board of Probation and Parole).

If information is not received by the date listed in the second paragraph, we will assume that you have no objections to the inmate's release on parole. If you have further questions, please do not hesitate to contact my office.

Respectfully,

John J. Talaber, Esq.
Board Secretary

CLH

Pennsylvania Board of Probation and Parole | Office of Board Secretary
1101 South Front Street – Suite 5300 | Harrisburg, PA 17104-2519
Phone: 717.787.5684 | Fax: 717.772.4375 | www.pbpp.state.pa.us

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BOARD OF PROBATION AND PAROLE

MEMORANDUM

Please check the appropriate response.

*To: Office of the Board Secretary
1101 South Front Street, Suite 5300
Harrisburg, PA 17104-2519*

**IF YOU ARE NOT THE PROSECUTING
ATTORNEY, PLEASE FORWARD TO
THE APPROPRIATE PERSON.**

*From: _____
District Attorney*

Date: _____

RE: Inmate Name: NEFF DAVID MICHAEL
Parole Number: 3531R
Institution Number: NE1077
Bill & Term: CP 2017-0007016CT1

I have reviewed your letter requesting my recommendation for the parole of the above-named inmate.

☐ I recommend that the inmate be released upon the expiration of the RRRI minimum sentence.

☐ I have no recommendation at this time. I defer to the Board of Probation and Parole in the exercise of its discretion.

☐ I recommend that the inmate be refused parole upon the expiration of the RRRI minimum sentence, and the inmate be paroled upon the expiration of the standard minimum sentence, provided that the inmate: has successfully completed the prescribed program plan; and, has demonstrated satisfactory adjustment while incarcerated, as evidenced by the Pennsylvania Department of Corrections favorable recommendation.

☐ I recommend that the inmate be refused parole at this time. (Because additional comments are requested, please see my attached letter.)

☐ I recommend that the inmate be refused parole at this time and that he remain incarcerated until the expiration of the maximum sentence. (Because additional comments are requested, please see my attached letter.)

☐ Please see the attached comments.

District Attorney's Signature



pennsylvania
BOARD OF PROBATION AND PAROLE

ATTACHMENT

Inmate Name: NEFF DAVID MICHAEL
Parole Number: 353IR
Institution Number: NE1077

Indictment#	Offense	Sentence		Sentence Type
		Min (YY MM DD)	Max (YY MM DD)	
CP 17-0007016CT1	DUI CS-IMP	-00 09 00	-05 00 00	CC

McCarthy, Kevin

From: PLI <admin@info.pli.edu>
Sent: Thursday, December 21, 2017 11:54 AM
To: Zappala, Stephen
Subject: PLI's Featured Employment & Labor Products

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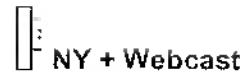
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Date: February 13

Co-Chairs:

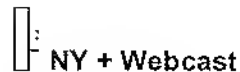
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Online

Date: February 5

Speakers:

Heather A. Glatter
Credit Suisse

Lisa Lupion
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Sutcliffe LLP

Jill L. Rosenberg
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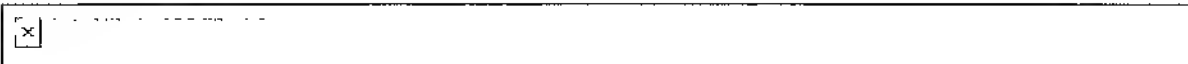
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Practising Law Institute

McCarthy, Kevin

From: Lindsay Haslett <lhaslett@thinkingoutsidethecage.org>
Sent: Thursday, December 21, 2017 12:18 PM
To: Zappala, Stephen
Subject: AF: E-vite for NYE Rescue



Greetings, volunteers!

We would like each and every one of you to join us on **Friday, December 29 from 11 a.m. – 2 p.m. for the Welcome Reception for our New Year's Eve Rescue.**

As many of you know, we will travel to our dedicated partner shelters and animal control facilities in our region to bring back dozens upon dozens of homeless dogs, cats and rabbits. Once they come through our doors, they'll be given the gift of a second chance to find a loving home.

It's during this time of year – our favorite time of year – when we're reminded of how critical our work is to so many homeless pets.

We want you to be here with us to welcome these deserving pets to their new beginning because people like you make rescues like this possible.

Join us for a heartfelt reception where you'll have the opportunity to meet the animals brought in through the rescue – and even name* one!

If you'd like to attend, [click here](#) to RSVP.

[Click here](#) if you are unable to attend but would like to support our rescue.

**Learn more details at the event.*

Thank you for your continued support!

Lindsay Haslett | Development Coordinator – Foundations
Animal Friends
562 Camp Horne Road
Pittsburgh, PA 15237
Phone: 412.847.7054
lhaslett@ThinkingOutsideTheCage.org

As Pittsburgh's community animal resource center, we need your support for our animals and the programs that serve Southwestern Pennsylvania. To volunteer at Animal Friends, please visit our website at: www.ThinkingOutsideTheCage.org

Click on the link below to change your message preferences for communications from Animal Friends. Please note that we only send messages when necessary, so opting out of our mailings could cause you to miss important information.
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McCarthy, Kevin

From: Ann Ensminger <aensminger@thinkingoutsidethecage.org>
Sent: Thursday, December 21, 2017 1:28 PM
To: Zappala, Stephen
Subject: AF: Holiday Treats For The Animals



Happy Holidays, everyone!

As it is the time of year when everyone tends to be a bit more generous, this certainly applies to our animal residents as well! On Friday and Saturday, Animal Friends' dogs, cats, and rabbits will be receiving special holiday treats and activities in addition to their regularly scheduled daily enrichment, toys of the day, and scent of the day. Please share this with any guests who may wish to provide treats to the animals, and please help us keep a close eye on this.

Unfortunately, we learned last night that someone fed the rabbits large quantities of grapes and nuts. While surely this person had good intentions, this is not good for the bunnies.

All bunnies will be monitored closely by Medical over the next 5 days and will not be available for adoption until they are cleared after that timeframe. While no bunny has demonstrated any symptoms at this point, we are keeping a close eye on them around the clock.

Thank you for your help in keeping a close eye on our animals and our well-meaning guests.

Ann

Ann Ensminger
Director of Animal Wellness
412.847.7091
AEnsminger@ThinkingOutsideTheCage.org

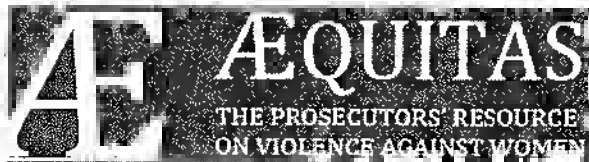
As Pittsburgh's community animal resource center, we need your support for our animals and the programs that serve Southwestern Pennsylvania. To volunteer at Animal Friends, please visit our website at: www.ThinkingOutsideTheCage.org

Click on the link below to change your message preferences for communications from Animal Friends. Please note that we only send messages when necessary, so opting out of our mailings could cause you to miss important information.
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McCarthy, Kevin

From: AEquitas Administrator <info@aequitasresource.org>
Sent: Thursday, December 21, 2017 2:06 PM
To: Zappala, Stephen
Subject: Happy Holidays: A Snapshot of 2017

To view this email as a web page, go [here](#)



Follow

The pursuit of justice is a long and often lonely journey. It's a team effort, one that requires the dedication and commitment of many. We're proud to be part of the team that's working to make a difference in the lives of victims of violence. Join us for the 2018 Relay for Life, where we'll raise funds and awareness for the fight against violence against women.

Contact us:

**It has been a busy and exciting year.
We want to share just a few of our 2017 highlights!**

Publications:

- [Model Response to Sexual Violence for Prosecutors \(RSVP\): An Invitation to Lead](#)
- [SAJI Annotated Bibliography \(June 2017\)](#)

- [Evidence of Other "Bad Acts" in Intimate Partner Violence, Sexual Violence, Stalking, and Human Trafficking Prosecutions](#)
- [The Prosecutors' Resource on Elder Abuse](#)
- [Ohio v. Clark: A Bit of Confrontation Clarification, A Few Tantalizing Hints, Issue #30](#)
- [To Record or Not To Record: Use of Body-Worn Cameras During Police Response to Crimes of Violence Against Women, Issue #29](#)
- [The Internet & Intimate Partner Violence: Technology Changes, Abuse Doesn't, Issue #16](#)

Webinars:

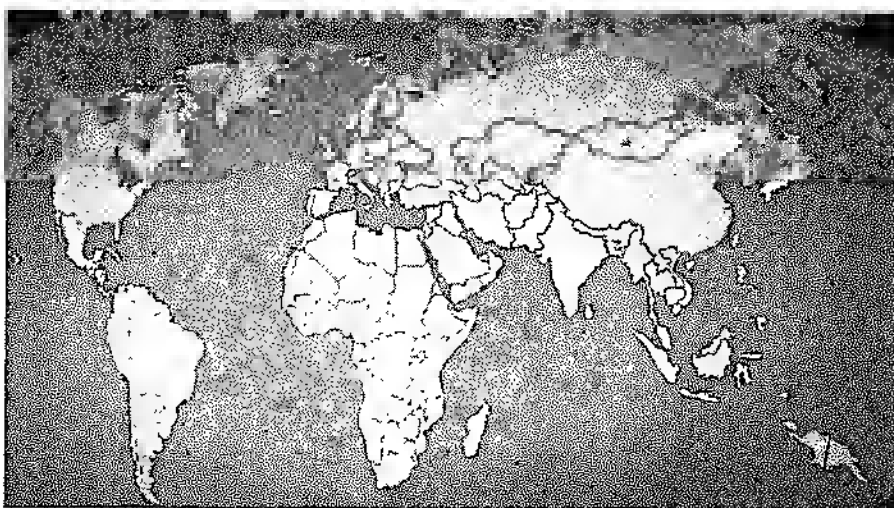
- [#GUILTY: Identifying, Preserving, and Presenting Digital Evidence](#)
- [It's About Context, Not Character: Admitting Evidence Under R. 404\(b\)](#)
- [Safeguarding Victim Privacy in a Digital World: Ethical Considerations for Prosecutors](#)

Amicus Curiae:

- Applicant for Permission to File Amici Brief; Proposed Amici Curiae Brief of Family Violence Appellate Project, et. al in support of appellant Nicollete J. Martinez Jones, Martinez Jones v. Amezcua, No. B277624 (filed Dec. 11, 2017).
- Application for Permission to File Amici Curiae Brief; Proposed Amici Curiae Brief of University of Oregon School of Law's Domestic Violence Clinic, et al in Support of Appellant Maria Gwen Hogue, Hogue v. Hogue, No. C083285 (filed May 17, 2017).
- Brief for Amici Curiae, Domestic Violence Legal Empowerment and Appeals Project et. al in Support of Appellee for Affirmance of Lower Court Decision, Salvattera v. Ramirez, No. 14-FM-1006.

This year, AEQUITAS signed onto a few amicus briefs. Contact us if you are looking for assistance with drafting your amicus, or if you are interested in having AEQUITAS support your brief!

Travel Highlights from 2017



AEQUITAS Attorney Advisors crossed the country and the globe this year, training on the prosecution of gender-based violence and human trafficking, from Washington D.C. to Ghana and many stops in between! If you are interested in learning more about how we can work together in 2018, call (202) 558-0040 or email ta@aequitasresource.org. We look forward to a productive and exciting new year!

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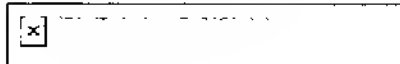
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From: HR Daily Advisor <HRDailyAdvisor@e.ni.blr-news.com>
Sent: Thursday, December 21, 2017 2:04 PM
To: Zappala, Stephen
Subject: Top 10 Ethics & Compliance Predictions for 2018



Top 10 Ethics & Compliance Predictions for 2018



In 2017, business, societal and political events transpired at a pace that left many with a fractured view of the ethics & compliance industry and its expectations. Download the top 10 predictions that could influence your organization's ethics and compliance program in 2018, and our recommendations for what you can do right now.

You'll learn:

- The top trends and events that will impact your ethics and compliance program in 2018
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McCarthy, Kevin

From: Lorrie Albert <lalbert@acba.org>
Sent: Thursday, December 21, 2017 2:33 PM
To: Zappala, Stephen
Subject: Happy Holidays from ACBF!



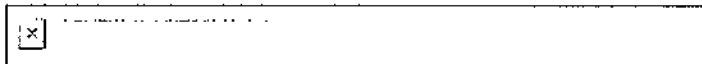
Sending happy holiday wishes from the Allegheny County Bar Foundation. We are full of gratitude for all you have helped us accomplish this year!

Warmly,
The Allegheny County Bar Foundation

McCarthy, Kevin

From: Desmone Architects <newsletters=desmone.com@mail176.suw16.rsgsv.net> on behalf of Desmone Architects <newsletters@desmone.com>
Sent: Thursday, December 21, 2017 3:16 PM
To: Zappala, Stephen
Subject: Happy Holidays from Desmone Architects

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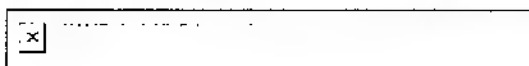
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Newsletter



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Thank You From Desmone

As we enter our 60th year, we realize this milestone was made possible by the support of clients, friends, and supporters like you. We offer our thanks, and wish you much peace and great joy during this holiday season and throughout the New Year.



Amazon Alexa Meets Frank Lloyd Wright: Transforming Kaufmann's into a Downtown Icon Once Again

Many Pittsburghers have wondered what has been happening behind the veil of construction at the old Kaufmann's/Macy's building. We at

Desmone Architects have worked hand-in-hand with our project partner to transform this downtown icon and soon it will be open to the public.

PEEK INSIDE

DESNONE HOLIDAY GIFT EXCHANGE

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FROM OUR FAMILY TO YOURS



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To our valued clients and friends, from Desmone Architects.

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One Doughboy Square
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McCarthy, Kevin

From: Association of Prosecuting Attorneys <info@APAInc.org>
Sent: Thursday, December 21, 2017 3:32 PM
To: Zappala, Stephen
Subject: Happy Holidays from APA!

Association of Prosecuting Attorneys | 11 DuPont Circle | Washington, DC 20036

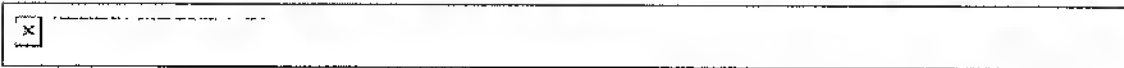
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McCarthy, Kevin

From: Meg Reiss <iipatjohnjay@gmail.com@mail113.atl111.rsgsv.net> on behalf of Meg Reiss <iipatjohnjay@gmail.com>
Sent: Thursday, December 21, 2017 4:01 PM
To: Zappala, Stephen
Subject: The IIP Newsletter - December 2017

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The Institute for Innovation in Prosecution at John Jay College of Criminal Justice is working with prosecutors and the communities they serve to advance a more equitable and effective criminal justice system.

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A Message from the IIP Executive Director

With 2017 coming to a close, we would like to share one last selection of news stories and research highlighting some of the most pressing issues in criminal justice reform: immigration policy; racial disparities in enforcement and sentencing; the opioid epidemic; and the continuing shift towards evidence-based policies and practices. As the diversity and complexity of these topics suggests, criminal justice practitioners, policymakers, advocates, and academics have no shortage of challenges in front of them, but also face a myriad of innovations and opportunities. The end of the year offers us an opportunity to pause and reflect on the significant strides made towards building a more equitable and effective justice system, and the work ahead.

We're grateful for your partnerships, and we wish you very happy holidays!

All the best,
Meg Reiss

The Institute for Innovation in Prosecution's monthly Prosecution Newsletter aims to ensure that

those on the frontlines of prosecution have the tools they need to build a more effective and equitable system. We welcome your feedback about ways to make the Newsletter a more useful resource, including any items you would like us to consider. Please share the Newsletter with your colleagues and networks, and don't hesitate to reach out to us via [email](#) or [Twitter](#) with your questions and suggestions.

Latest from the IIP

Opinion: Immigration Raids on Courthouses 'Jeopardize' Community Safety and Democracy

***The Crime Report* – Eric Gonzalez, Dan Satterberg, and Meg Reiss – 12.08.17**

In this op-ed, Brooklyn (NY) District Attorney Eric Gonzalez, Seattle (WA) Prosecuting Attorney and IIP Executive Session Member Dan Satterberg, and IIP Director Meg Reiss argue that "our communities' public safety is jeopardized when residents are not ensured safety by the very institutions designed to deliver it, and the integrity of our local democracies is weakened when locally elected officials' discretion is usurped by outside executives."

Events and Opportunities

Apply Now: SAMHSA's Reentry Program **Department of Health and Human Services** **Deadline: Jan. 26, 2018**

The Substance Abuse and Mental Health Services Administration (SAMHSA)'s Center for Substance Abuse Treatment is accepting applications for FY 2018 Reentry Program grants. The purpose of this program is to expand substance use disorder (SUD) treatment and related recovery and reentry services to people who have a SUD and/or co-occurring substance use and mental disorders and are returning to their families and community from incarceration in state and local facilities. Applicants are expected to form stakeholder partnerships that plan, develop, and provide a transition from incarceration to community-based SUD treatment and related reentry services. SAMHSA's interest is to actively support reentry stakeholder partnerships so that clinical needs are met and clients are treated using evidence-based practices.

In the News

Americans Overwhelmingly Support Prosecutorial Reform, Poll Finds
ACLU – 12.12.2017

The American Civil Liberties Union Campaign for Smart Justice released today the first-ever national public opinion poll of voters' views of the role of prosecutors. The new data shows overwhelming support for prosecutorial reform and that voters will take these positions with them to the ballot box next November ...

Respondents were asked what they find important when evaluating candidates for prosecutor and how those beliefs would impact their votes in 2018. The poll found strong bipartisan and geographically diverse support for prosecutors who are committed to reducing mass incarceration and racial bias in the criminal justice system, and who would hold police officers accountable for wrongdoing.

Opinion: How Governors Across America Are Getting Smart on Crime
The Daily Signal – Marc Levin – 12.01.2017

Governors are known for cutting ribbons to celebrate new employers coming to their state, but it is rare for a governor to remove the scarlet letter from someone convicted of a crime.

Speaking on the American principle of second chances at the Governors' Justice Series, Kentucky Gov. Matt Bevin and Iowa Gov. Kim Reynolds shared powerful stories of prison reform in their respective states.

Bevin, a conservative Republican, spoke to the positive economic impact of criminal justice reform. Having implemented job training programs in Kentucky state prisons, Bevin shared his commitment to policies that offer opportunities for redemption. "America is the land of second chances," Bevin said.

Why Ending Bias Against the Formerly Incarcerated Helps All Americans

The Crime Report – Glenn E. Martin – 12.19.2017

For men and women with a criminal record, Ban the Box policies are about more than getting a fair shot at a second—or, in many cases, first—chance. These policies demonstrate a government's commitment to identifying, understanding and eradicating the vile and racist realities of its broken criminal justice system.

Just as importantly, these policies benefit the people who haven't been directly impacted.

Related: Allegheny County (PA) DA: Clean the Slate for Nonviolent

Offenders

Pittsburgh Post-Gazette, 12.08.2017

Related: Punishment Should End After Time Served, *The Crime Report*, 11.14.2017

Opinion: The Power of Early-Stage Organizations to Change Entrenched Systems

***Stanford Social Innovation Review* – Amy Bach and Carter Stewart – 11.30.2017**

When we started our nonprofit, Measures for Justice (MFJ), six years ago, the knowledge gaps were clear. There weren't answers to questions like: What are the average jail sentence lengths for low-level drug possession crimes? How many misdemeanor cases end in a jail sentence? How many cases are dismissed? What is the breakdown of ethnicities in plea deals and sentencing choices? As a result, legislators were unable to correct disparities in the system and remove inefficient practices that waste tax dollars without improving public safety. And law enforcement wasn't able to adequately respond to claims of discrimination and civil rights violations. Former FBI Director James Comey specifically acknowledged this fact when he stated, "You can get online today and figure out how many tickets were sold [for] The Martian . . . The [Centers for Disease Control and Prevention] can do the same with the flu ... it's embarrassing and ridiculous that we can't talk about crime in the same way, especially in the high-stakes incidents when your officers have to use force."

Related: Does Evidence Matter in Justice Policymaking?, *The Crime Report*, 11.17.2017

How Hard Is It to Count Violent Crimes?

***The Marshall Project*– Yolanda Martinez – 12.08.2017**

Like many crime studies, the National Crime Victimization Survey is imperfect. But this year's edition had more inconsistencies than most. In an attempt to provide a better picture of crime at the local level, the bureau changed its methodology. What it found when it surveyed new parts of the country, however, was that crime is even more difficult to measure than one might imagine.

Related: The FBI's Major Crime Report Is Missing Critical Info And Experts Are Sounding The Alarm, *HuffPost*, 11.29.2017

America Is the Only Country in the World Still Sentencing Our Kids to Die in Prison

NBC News – Malcolm Jenkins – 12.05.2017

As a black man in America, I'm keenly aware that people who look a lot like me are overrepresented in the criminal justice system. The way adults of color are treated in our justice system is already upsetting, but the way our justice system treats children, especially black children, is simply deplorable.

Nowhere is this more clearly evident than on the issue of juvenile sentencing. Black children are grossly overrepresented when it comes to kids sentenced to life without parole. This disturbing reality is personal to me: In Pennsylvania, where I live and play football for the Philadelphia Eagles, nearly 80% of juvenile lifers are black.

Related: Cyntoia Brown and Our Twisted System, *The Marshall Project*, 12.01.2017

County Attorneys in Minnesota File Lawsuits Against Opioid Manufacturers

Star Tribune – Pam Louwagie – 11.30.2017

County attorneys in Minnesota, including Ramsey County Attorney John Choi, announced lawsuits Thursday against drug manufacturers and distributors for the public cost of the opioid crisis sweeping the nation.

About a half-dozen county attorneys and other public officials from across the state formally announced the legal actions at a news conference in St. Paul, saying they wanted to show a united front against the companies, which they allege fraudulently downplayed the drugs' addictive qualities and negligently distributed unusually large quantities of the drugs.

Resources & Reports

**Disrupting the Cycle:
Reimagining the Prosecutor's
Role in Reentry: A Guide to Best
Practices**
***NYU Center on the
Administration of Criminal Law***
– November 2017

**The Price for Freedom: Bail in
the City of L.A.**
Million Dollar Hoods –
December 2017

A new study conducted by a team of researchers at UCLA's Ralph J. Bunche Center for African American Studies as part of an incarceration mapping project

Prosecutors care about public safety. When they perform their duties of investigating, prosecuting, and sentencing defendants, they are doing their part to keep their communities safe. Prosecutors are also powerful actors in the criminal justice system because, in performing these duties, they have discretion over which cases to bring, what offenses to charge, what type of plea offers to make, and what sentences to seek. In championing public safety, prosecutors have traditionally focused on the exercise of judgment and discretion in their “front-end” role—from the initial investigation of a case through its disposition. However, by defining their role as ending at case disposition, prosecutors miss an important opportunity to have a greater impact on public safety.

called “Million Dollar Hoods,” documents the impacts of the money bail system in Los Angeles. The report documents that the Los Angeles Police Department (LAPD), using the Los Angeles County Superior Court’s misdemeanor and felony bail schedules, levied \$19,386,418,544 in money bail on persons arrested by the LAPD between 2012 and 2016. Of the \$193.8 million paid to bail bond agents, Latinos paid \$92.1 million, African Americans paid \$40.7 million, and Whites paid \$37.9 million. Mapping LAPD data shows that the greatest sums of money bail were levied in the City Council districts with the highest rates of unemployment. Moreover, nearly four billion dollars in money bail was levied on houseless persons.

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The Institute for Innovation in Prosecution
John Jay College of Criminal Justice
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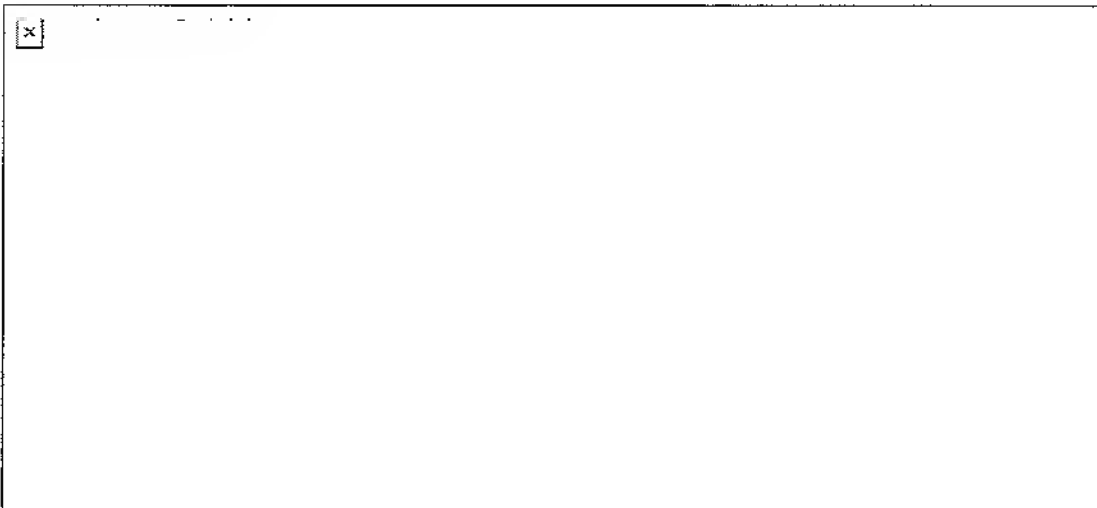
McCarthy, Kevin

From: Vera Institute of Justice <contactvera=vera.org@mail99.atl71.mcdlv.net> on behalf of Vera Institute of Justice <contactvera@vera.org>
Sent: Thursday, December 21, 2017 5:31 PM
To: Zappala, Stephen
Subject: Vera News: Holiday Edition

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The Year in Review...and the Year Ahead



Helping secure a commitment to close New York City's notorious Rikers Island jail, and elevating the little-known fact that the highest incarceration rates are no longer in the biggest cities, but rather in thousands of often overlooked smaller cities, towns, and rural areas across the nation...joining with 11 cities and counties—both red and blue—to support legal defense services for indigent immigrants detained and facing deportation...using innovative restorative

justice principles to totally transform a prison in Connecticut and begin similar work with a jail in Massachusetts. These are some of the things that give us hope when we look back on our work this year.

It was a year when the promise of justice for all appeared to be in grave danger, with increased detention and deportation of the immigrants who are part of America's past, present, and future; with a return of tough on crime rhetoric—and policy; with escalating racial tensions. Yet for us it was an inspiring time of action in our commitment to fight for justice, rooted in the bedrock American values of fairness and human dignity. As always, our success in driving change was built on our strong partnerships with government and community leaders, particularly at the state and local levels, and on the steadfast and growing support of our donors.

The progress we made in the last year proves that change is possible, even in the most difficult circumstances—and we are committed to continuing and expanding our work to safeguard justice for all in 2018. Your continued support is crucial as we address difficult challenges—and great opportunities.

Have a look at our just-released [annual report](#) to learn more about the year past—and the year ahead.

Recently Released

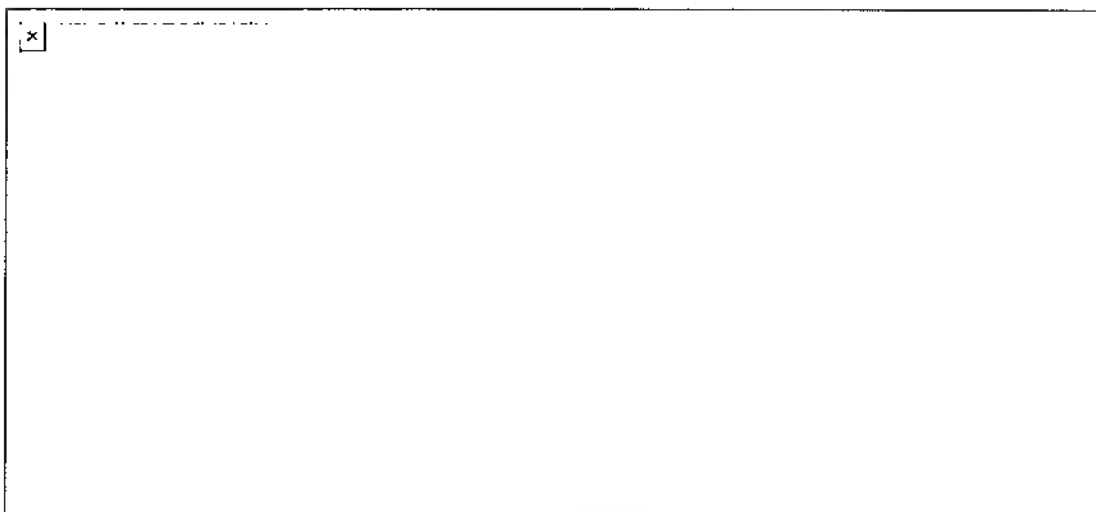
Correcting the Overuse of Jail in New York State



An arrest is the first step in any criminal case, but not every New Yorker who is arrested ends up in jail. What happens after an arrest depends on many factors, but one plays an outsized role: *where* in the state someone is arrested.

A new online report from Vera shines light on the growth of jail incarceration across every county in New York State. *The Empire State of Incarceration*, which analyzes county by county the factors that lead people into the local justice system, provides a deeper understanding of the drivers of incarceration and identifies solutions for reducing the overuse of jail. The report includes a data clearinghouse, with tools that illustrate the vast disparities in an individual's experience with the justice system, dependent on whether a person is arrested in an urban or a small or rural county. Read the full report.

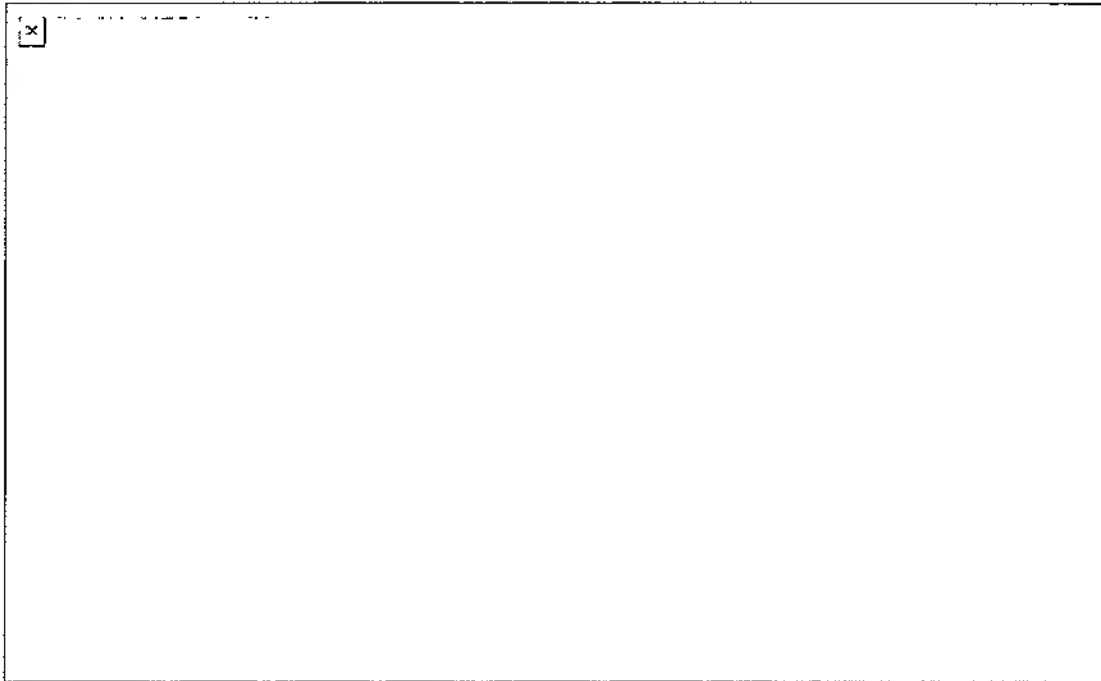
Improving Health Responses to the Opioid Crisis



The growth in both opioid use and opioid overdoses is increasingly recognized as a public health crisis, prompting the federal government to declare opioid use a national public health emergency. Research demonstrates the problems associated with relying on an enforcement-led approach and the benefits of responding with treatment and other interventions designed to reduce the harms associated with drug use.

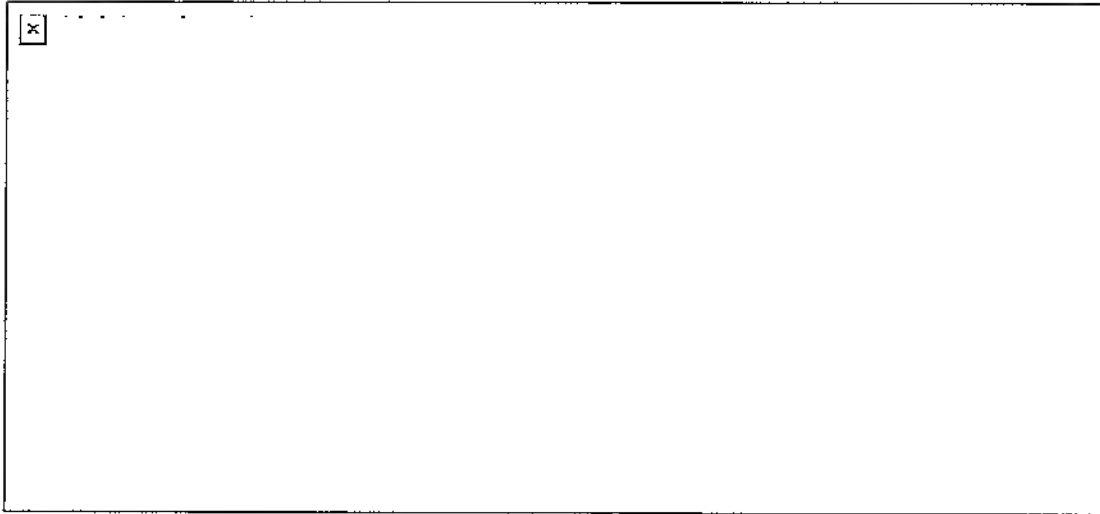
Vera's new evidence brief, *Minimizing Harm: Public Health and Justice System Responses to Drug Use and the Opioid Crisis*, provides research-based recommendations for a public health response. [Read more.](#)

Safely Reducing the Use of Restrictive Housing in Jails and Prisons



In a year of headlines about a more punitive approach to criminal justice, a growing number of correctional leaders in states both red and blue across every region of the country joined an effort to change what has justifiably been called the cruelest form of punishment. The movement to safely end the use of solitary confinement expanded as five correctional partners working with Vera as part of our [Safe Alternatives to Segregation Initiative](#) (SAS Initiative) actually began to implement changes aimed at reducing the number of people held in solitary confinement, and five new allies took the first step to change by evaluating their practices. This month, the final two reports for the year from the first SAS Initiative cohort were released by New York City and Middlesex County, NJ. They join three others released earlier in the year from the states of Nebraska, Oregon, and North Carolina. [Read the reports here](#), and check out our [blog](#) to learn more on the building momentum to reduce the use of solitary confinement.

Addressing the Growth of Aging and Infirm Prison Populations

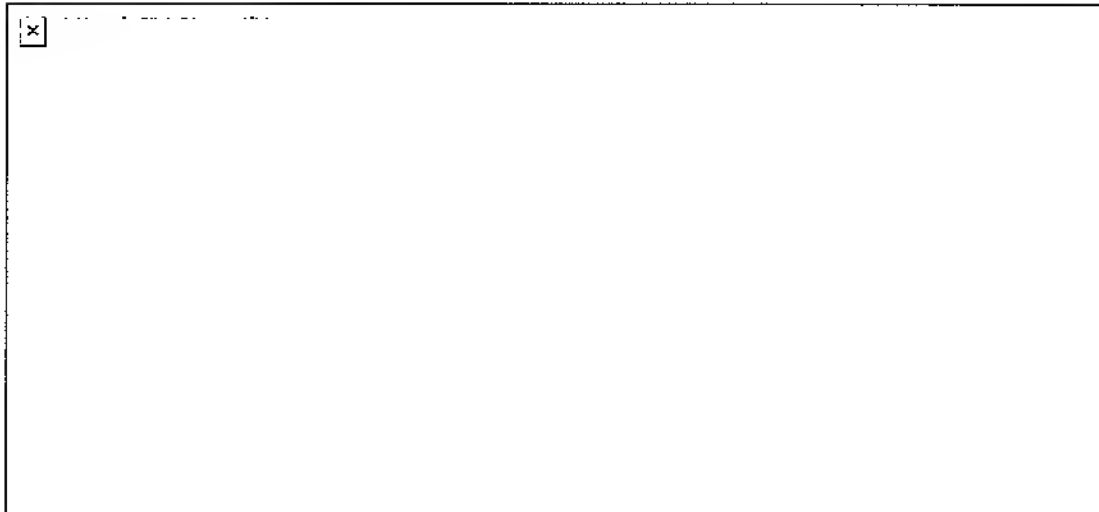


The cost of incarcerating older people is double that of housing younger ones due to health care expenses. Nationally, the percentage of older adults in prison has increased dramatically, rising 400 percent from 1993 to 2013. Meanwhile, recidivism research shows that the risk of new arrests in people older than age 50 is negligible.

Compassionate release policies, which allow people who meet certain aging or medical criteria to be released earlier than their statutory release dates, offer one promising avenue for reducing aging prison populations.

Read *Aging Out: Using Compassionate Release to Address the Growth of Aging and Infirm Prison Populations* about challenges and successes in states that have adopted or modified compassionate release policies. And, read more about the issue and report in *The Nation*.

New Orleans Tricentennial



What should justice look like in New Orleans for the next three hundred years?

The criminal justice system in New Orleans absorbs the lion's share of the city's operating budget. With new and renewed leadership in this important year in the city's history, it is time to dig deep into what it means to build a system that delivers on the promise of fairness, justice, and safety for all New Orleaninians.

The New Orleans Tricentennial Visions of Justice video, directed by Vera New Orleans Postdoctoral Fellow Ben Weber, features community partners discussing Vera's research and sharing their visions for the future.

.....

Special offer: Double your holiday gift!

We want to make sure you don't miss the chance to double your impact for justice for all. All holiday donations will be doubled up to \$250,000 thanks to a

matching gift from Propel Capital!
Give now – this offer expires on 12/31.

In the News

Google.org's latest set of grants supports criminal justice reform...The end of American prison visits: jails end face-to-face contact—and families suffer...Oklahoma County keeps justice reform moving forward and a new study presents recommendations to reverse 'massive' growth at the Tulsa County jail...One of the most damning features of the U.S. criminal justice system is its vast racial inequity.....Amid opioid crisis, Pennsylvania prosecutors continue to embrace punishment over treatment...

From the Blog

-Momentum Builds in 2017 to Reduce the Use of Solitary Confinement
By Sara Sullivan and Mary Crowley

-The Question of Guardianship: How the Elderly Lose Their Rights
By Susan DeMalo

-Large Cities Drive Nationwide Jail Population Decline; Jails in Most Rural Counties Still Growing
By Olive Lu

-Getting to 5,000: New tracking app helps keep tabs on the New York City jail population

By Navena Chaltoo

-More States Are Restoring Voting Rights for Formerly Incarcerated People,
and That's a Very Good Thing

By Karina Schroeder and Kevin Keenan

Upcoming Events

LGBT People and Incarceration: New Data on Sexual Minority Adults and
Youth Behind Bars in the United States

Wednesday, January 17, 2018

12:30 PM - 1:30 PM

Vera Institute of Justice



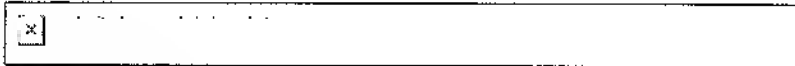
The Vera Institute of Justice is a justice reform change agent. Vera produces ideas, analysis and research that inspire change in the systems people rely upon for safety and justice, and works in close partnership with government and civic leaders to implement it.

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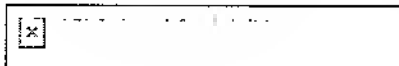
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McCarthy, Kevin

From: HR Daily Advisor <HRDailyAdvisor@e.nl.blr-news.com>
Sent: Friday, December 22, 2017 8:08 AM
To: Zappala, Stephen
Subject: How to focus HR staff away from mundane tasks



Best Practices for Going Digital in HR [Infographic]



The HR world is changing quickly—HR teams are looking to improve the onboarding experience, increase employee satisfaction, and focus HR staff away from mundane tasks. Download this guide to learn how you can fully transform your business into becoming fully digital.



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<announcements@legend-financial.com>
Sent: Friday, December 22, 2017 9:46 AM
To: Zappala, Stephen
Subject: Happy Holidays From Legend Financial Advisors, Inc.

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*Happy
Holidays!*

**Best Wishes For Peace And Joy
This Holiday Season
And A New Year Of
Health, Happiness And Prosperity**

**From Your Friends at
Legend Financial Advisors, Inc.®**

**Our offices will be closed on
Monday, December, 25th in observance of
the holiday season.**

Legend Financial Advisors, Inc.®

5700 Corporate Drive, Suite 350

Pittsburgh, PA 15237-5829

Phone: (412) 635-9210

Website: www.legend-financial.com

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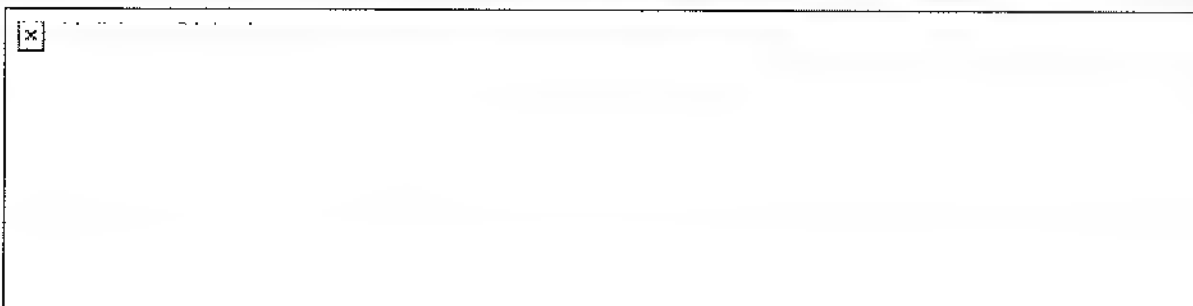
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From: Institute for Family Studies <info@ifstudies.org@mail168.atl61.mcsv.net> on behalf of Institute for Family Studies <info@ifstudies.org>
Sent: Friday, December 22, 2017 10:03 AM
To: Zappala, Stephen
Subject: Explaining the rise in nonmarital births, the top 10 posts of 2017, and other Family Studies articles

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This Week on Family Studies

Merry Christmas and Happy New Year from the Institute for Family Studies! It's been a great year for IFS, and we are especially grateful for the opportunity to continue to publish research that promotes the value of marriage and strong families. If you appreciate our work, please consider making IFS part of your end-of-year giving. You can make a secure online donation on our website or by clicking [here](#).

This week, Robert VerBruggen explored findings from a new report on nonmarital births from the Social Capital Project, and Alysse ElHage suggested ways to strengthen our family bonds during the holidays. Amy Zeittlow reflected on how the complex family relationships of today's later-life stepfamilies might impact elder care, and we counted down the 10 most popular *Family Studies* blog posts of 2017.



Explaining Out-of-Wedlock Births

by Robert VerBruggen

The increase in nonmarital births between 1960 and today resulted from a complicated combination of moral and behavioral changes. A new report from Senator Mike Lee's Social Capital Project disentangles them.



Stronger Families at Christmas

by Alysse ElHage

Christmas provides a unique opportunity to spend extra time together as a family, reconnect with our spouse, and create holiday memories that can help us build stronger families.



Later-Life Stepfamilies

by Amy Zeittlow

A new study describes the prevalence and composition of today's married and cohabiting stepfamilies, where at least one partner is over 51. The findings may bode well for the future of elder care.



The Top 10 Posts of 2017

by Alysse ElHage

Sex differences, divorce, parenting, and adultery were some of the most popular topics on the IFS blog in 2017. Our top 10 list includes posts by Susan Pinker, Lyman Stone, and Linda Nielsen.



IFS Around the Web

IFS senior fellow W. Bradford Wilcox discussed the economic and cultural impact of marriage on "The Federalist Radio Hour." And a local nonprofit in Arizona recently launched the "MarriageB4Carriage" ad campaign, which was inspired by *The Millennial Success Sequence* report.



The Norm of Monogamy

by Alan Hawkins

The pillar of marital monogamy is made of solid stuff, given how strongly people still hold to this ideal. In fact, despite the big changes to the meaning of modern marriage, monogamy is alive and well. [*From the Archives*]

View more Family-Studies blog posts

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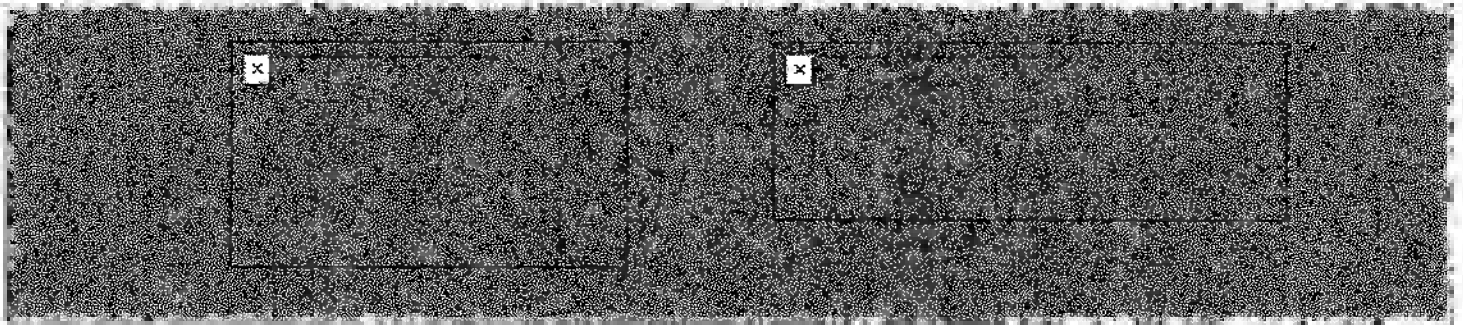
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Sent: Friday, December 22, 2017 10:34 AM
To: Zappala, Stephen
Subject: The Latest: Crime and Murder Down in 2017



Top Stories



NO CRIME WAVE

Year-End Analysis: Crime Down in 2017

Ames Grawert, James Cullen

A new Brennan Center report directly undercuts any claims of a nationwide crime wave. All measures of crime are projected to decline this year, remaining near historic lows.



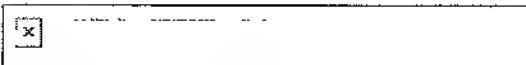
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TAX BILL

How Citizens United Changed Politics and Shaped the Tax Bill

Lawrence Norden, Shyamala Ramakrishna,

Sidni Frederick

Members of Congress have openly admitted that major donors, not tax payers, are the driving force behind the tax bill approved this week.

Why? When members of Congress get used to raising money from just a few people, they give a small group of donors enormous power.



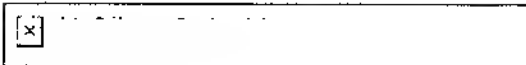
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SECURE ELECTIONS ACT

Senators Introduce Bill to Protect Election Systems from Cyberattacks

The Secure Elections Act, which aligns with a 2017 Brennan Center report *Securing Elections from Foreign Interference*, would help states prevent cyberattacks on election infrastructure after Russia's unprecedented attempts to interfere in the 2016 presidential election.



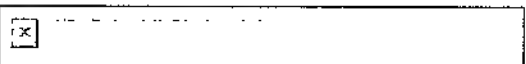
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WHO PAYS FOR JUDICIAL RACES?

How Secretive Money Is Influencing the Judicial System

Alicia Bannon

State supreme courts, which make or break major legislation, are increasingly influenced by a wave of secret money.



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Best of the Week



INSIDE PRIVATE PRISONS

What Is the Best Way to Hold Private Prisons to Account?

Lauren-Brooke Eisen

Rather than divestment campaigns, students and constituents should engage policymakers to reform private prison contracts—arguably the most effective way to improve their practices.



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FROM OUR FELLOWS

Alabama Wants To Execute a Terminally Ill Man on Death Row

Andrew Cohen

The case of Doyle Lee Hamm still symbolizes much of what is wrong about the state's justice system.



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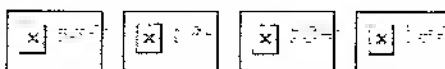
Featured Map

x

Million Dollar Courts in 2016

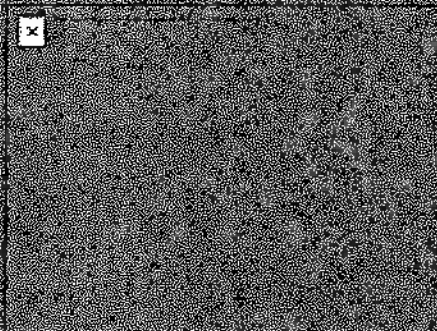
Does your state have a million dollar court? Use this interactive map to check whether your state supreme court has sitting justices who were elected in a \$1 million-plus race during their tenure, and to see the most expensive race in your state from 1994 to 2016.

x



Here's a snapshot of what happened this week:

x



The Brennan Center for Justice at NYU School of Law is a nonpartisan law and policy institute that seeks to improve our systems of democracy and justice.

Part think tank, part advocacy group, part cutting-edge communications hub, we work to hold our political institutions and laws accountable to the twin American ideals of democracy and equal justice for all.

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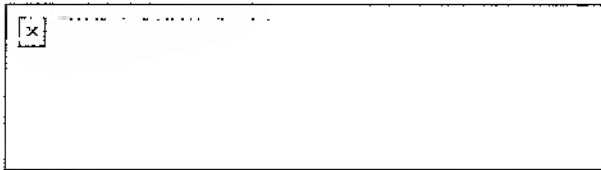
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Subject: RE: Inmate Name: TROY HOGAN - Parole #: 956AR - Inmate #: LT2031
Attachments: bqbfboikwx.pdf

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RE: Inmate Name: TROY HOGAN
Parole #: 956AR
Inmate #: LT2031

Please see the attached documentation for the indictment numbers for which input is requested.

From: _____
District Attorney

Date: _____

**IF YOU ARE NOT THE PROSECUTING ATTORNEY,
PLEASE FORWARD TO THE APPROPRIATE PERSON.**

I have reviewed your letter requesting my recommendation for the parole of the above-named inmate.

___I recommend that the inmate be released upon the expiration of the RRRI minimum sentence.

___I have no recommendation at this time. I defer to the Board of Probation and Parole in the exercise of its discretion.

___I recommend that the inmate be refused parole upon the expiration of the RRRI minimum sentence, and the inmate be paroled upon the expiration of the standard minimum sentence, provided that the inmate: has successfully completed the prescribed program plan; and, has demonstrated satisfactory adjustment while incarcerated, as

evidenced by the Pennsylvania Department of Corrections favorable recommendation.

____I recommend that the inmate be refused parole at this time. (Comments may be added below or attach separate letter.)

____I recommend that the inmate be refused parole at this time and that he remain incarcerated until the expiration of the maximum sentence. (Comments may be added below or attach separate letter.)

____Please enter comments below and type signature to indicate who completed:

Comments:

District Attorney's Signature

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To: Zappala, Stephen
Subject: Thank You & Happy Holidays!



*Wishing you a
Happy Holiday Season!*

From the eDocs Team, **THANK YOU** for an amazing year of continued excitement and growth!

To all of our clients, partners, prospects, family and friends - a very Merry Christmas and a Healthy & Prosperous 2018!

We look forward to touching base in the New Year!

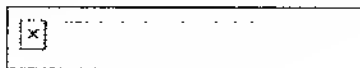
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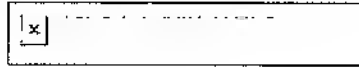
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Subject: Mastering Landlord/Tenant & Condo Association Law CLE - Final Chance to Register

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90-Minute Telephonic Seminar

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Key Agenda Points [View Complete Agenda](#)

- Techniques for Winning at Recovery of Rent Due
- Best Practices on Beating Landlords in Proceedings for Nonpayment

- Representing Tenants in Actions for Real Property Recovery
- Predicate Notice, Notice to Cure, & Notice to Terminate
- Regulations Governing Association Meetings
- Document Enforcement & Legal Disclosure Requirements
- Disputes between Association Members, Boards, Neighbors, & Residents
- Mastering Eviction & Commercial Landlord/Tenant
- Winning at Lawsuits Brought for Recovery of Possession of Real Property
- Effectively Utilizing Commercial Real Estate Leases
- Interactive Question & Answer Session

Faculty Detailed Faculty Information

- **Howard Beck**, Shareholder at Beck, Payne, Frank & Piper, P.C.
- **Michelle Maratto Itkowitz**, National Authority on Landlord & Tenant Law

Credit Detailed CLE Credit Information

- **CLE ACCREDITATION: Rossdale CLE is a national leader in attorney education and has trained thousands of attorneys, paralegals, and other legal professionals. CLE & MCLE credit, including ethics credit, is available in states and jurisdictions across the country. Visit the seminar webpage to learn more about CLE & MCLE credit for the program.**

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Registered attendees will automatically be e-mailed a complimentary recording and Podcast of the full-length seminar two days after the telconference and receive FULL CLE & MCLE CREDIT (where available) if they cannot attend the live telconference.

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Sent: Friday, December 22, 2017 11:48 AM
To: Andrew Bender; Andy Watson; Anglea Mattis; Anthony Matulewicz; Barbara Litten; Brian Sinnett; Christine A. Holman; Christopher Torquato; Corey Snook; Craig Stedman; D. Peter Johnson (E-mail); D. Shawn White; Daniel J. Barrett ; David G. Smith; David J. Arnold Jr. (E-mail); David J. Freed; David Lozier; David Strouse; E. David Christine Jr.; Edward M. Marsico Jr. (E-mail); Eric Linhardt; Eugene Vittone; Francis J. Schultz (E-mail); Jack Whelan; James B. Martin (E-mail); Janine Edwards; Jean Engler; Jeanne Miglicio; Jeffery D. Burkette (E-mail); Jeffrey Mitchell; John Adams; John Daneri; John M. Morganelli ; John W. Peck (E-mail); Joshua Lamancusa; Kearney, Thomas L.; Kelly Callihan; Kevin Steele; Krista L. Deats; Leonard Simpson; Lisa Lazzari-Strasiser; Marge Fox; Mark T. Aaron (E-mail); Matthew Fogal; Michael Piecuch; Miles Karson; Patrick Dougherty; Raymond J. Tonkin (daoffice@pikepa.org); Richard A. Consiglio (E-mail); Richard A. Goldinger ; Richard Bower (jmarshall@fayettepa.org); Robert C. Greene; Scott J. Andreassi (acda@co.armstrong.pa.us); Shane Scanlon; Shawn T. McMahon; Stacy Parks Miller; Stefanie Salavantis; Stephanie Vettenburg-Shaffer; Zappala, Stephen; Tom Hogan; Tom Leipold; Travis L. Kendall (districtattorney@co.fulton.pa.us); William A. Shaw Jr. (dashaw@clearfieldda.org); William J. Higgins Jr.; Weintraub, Matthew D.; 'Kelley Hodge'
Cc: Greg Rowe; Fitzsimmons, Dan; Lauren Brobson
Subject: For the DA: Sad news
Importance: High

District Attorneys,

I have very sad news to share. Susquehanna County District Attorney Bob Klein is gravely ill with cancer. He has returned home to hospice care from hospitalization where he was receiving treatment. I spoke with Bob and his wife Kelly yesterday. They are fighting the good fight, but the situation is obviously extremely difficult. Bob expressed his gratitude to all of his brother and sister DAs and staffs as well as PDAA. I will keep you updated as appropriate.

Best,

Rich

Richard W. Long, Esq.
Executive Director
Pennsylvania District Attorneys Association
2929 North Front Street
Harrisburg, PA 17110
(717)238-5416

McCarthy, Kevin

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Sent: Friday, December 22, 2017 11:48 AM
To: Andrew Bender; Andy Watson; Anglea Mattis; Anthony Matulewicz; Barbara Litten; Brian Sinnett; Christine A. Holman; Christopher Torquato; Corey Snook; Craig Stedman; D. Peter Johnson (E-mail); D. Shawn White; Daniel J. Barrett ; David G. Smith; David J. Arnold Jr. (E-mail); David J. Freed; David Lozier; David Strouse; E. David Christine Jr.; Edward M. Marsico Jr. (E-mail); Eric Linhardt; Eugene Vittone; Francis J. Schultz (E-mail); Jack Whelan; James B. Martin (E-mail); Janine Edwards; Jean Engler; Jeanne Miglicio; Jeffery D. Burkette (E-mail); Jeffrey Mitchell; John Adams; John Daneri; John M. Morganelli ; John W. Peck (E-mail); Joshua Lamancusa; Kearney, Thomas L.; Kelly Callihan; Kevin Steele; Krista L. Deats; Leonard Simpson; Lisa Lazzari-Strasiser; Marge Fox; Mark T. Aaron (E-mail); Matthew Fogal; Michael Piecuch; Miles Karson; Patrick Dougherty; Raymond J. Tonkin (daooffice@pikepa.org); Richard A. Consiglio (E-mail); Richard A. Goldinger ; Richard Bower (jmarshall@fayettepa.org); Robert C. Greene; Scott J. Andreassi (acda@co.armstrong.pa.us); Shane Scanlon; Shawn T. McMahon; Stacy Parks Miller; Stefanie Salavantis; Stephanie Vettenburg-Shaffer; Zappala, Stephen; Tom Hogan; Tom Leipold; Travis L. Kendall (districtattorney@co.fulton.pa.us); William A. Shaw Jr. (dashaw@clearfieldda.org); William J. Higgins Jr.; Weintraub, Matthew D.; 'Kelley Hodge'
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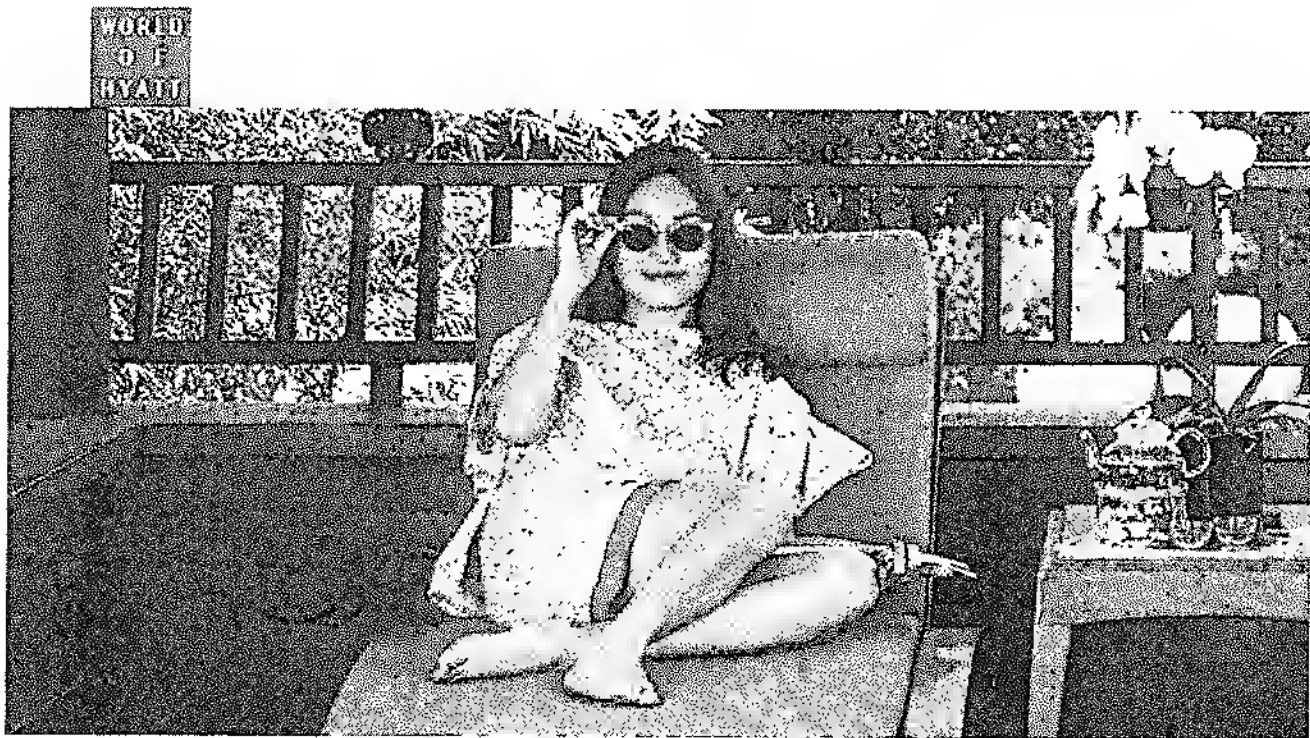
McCarthy, Kevin

From: World of Hyatt <info@e.hyatt.com>
Sent: Friday, December 22, 2017 2:04 PM
To: Zappala, Stephen
Subject: Your Account Summary-How Far Can 40,000 Bonus Points Take You?

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Account Summary | Activity as of December 16, 2017

Stephen Zappala

3,735

Current Point Balance

Member | 5367016520

3,735

Lifetime Base Points

Progress towards

Discoverist

3 / 10

Eligible Nights YTD

or
3,735 / 25,000

Base Points YTD

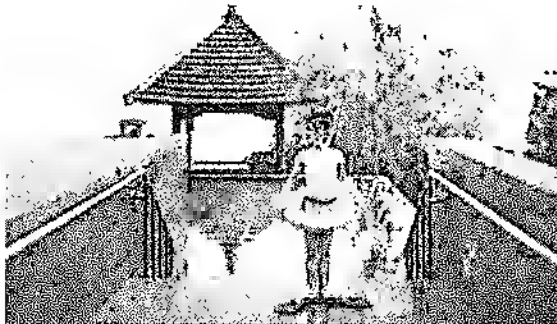
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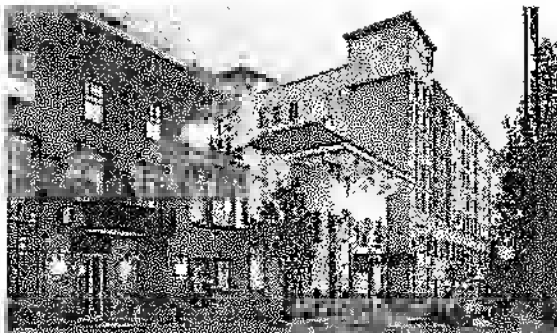


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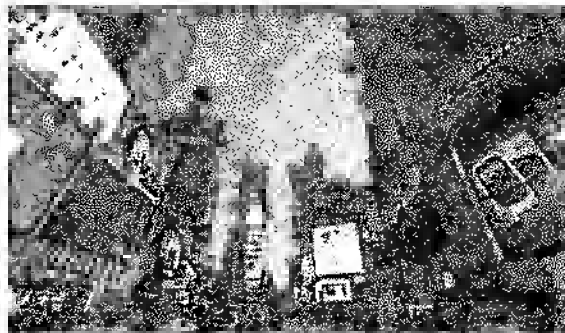
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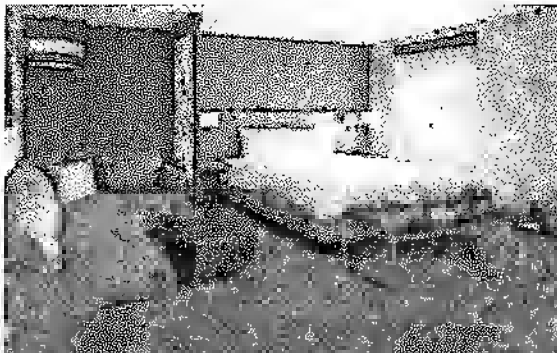


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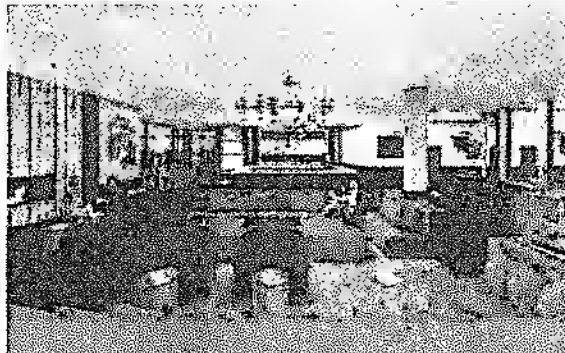
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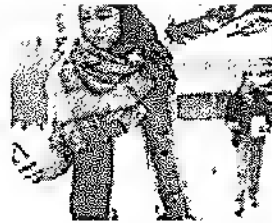
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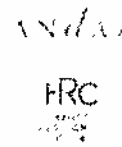
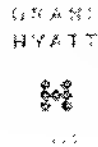
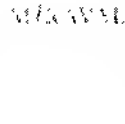
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McCarthy, Kevin

From: HR Daily Advisor <HRDailyAdvisor@e.nl.blr-news.com>
Sent: Friday, December 22, 2017 1:42 PM
To: Zappala, Stephen
Subject: 5 Hiring Mistakes + Essential Holiday Party Guide

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While holiday parties are great, they're also a prime place for compliance infringements. If you're not prepared, these compliance issues could result in sexual harassment claims or even a lawsuit. Download this infographic of tips and tricks to ensure you have a compliant (and fun) holiday party.

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- A. True
- B. False



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